


The influence of leadership, work environment and work discipline on employee performance at the central statistical agency of north labuhanbatu district

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Article Info	ABSTRACT
Keywords: Leadership, Work Environment, Work Discipline, Employee Performance	This research aims to determine the influence of leadership, work environment and work discipline on employee performance at the North Labuhanbatu Regency Central Statistics Agency (BPS) office. The path analysis research design is used as an analytical tool to determine the direction of the variables being studied and to justify how significant the influence of the independent variable is on the dependent variable, both directly and indirectly. This research uses a descriptive analytical method with a cross sectional approach. In this study, the entire sample population was 113 employees who worked at the North Labuhanbatu Regency Central Statistics Agency (BPS) Office. The research results show that the Leadership variable has no significant effect on employee performance, the work environment has a significant effect on employee performance, work discipline has a significant effect on employee performance. Leadership, work environment and work discipline have a significant effect on employee performance.
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INTRODUCTION

Human resources are the most important asset for a company or institution, this is because all activities in a company or institution definitely involve human resources. Therefore, it is very important for every company or institution to maintain and care for existing resources to support the performance or improve the performance of the company or institution.

Therefore, it is very important for a company leader to care for and maintain existing human resources, by improving and developing the quality and abilities of existing human resources. Increasing the quality of human resources in a company will support the performance of employees, in this case it can be said that human resources are the heart of a company or institution, because if there is no quality human resources in a company, the company's performance can also be guaranteed to be poor. will be able to grow rapidly.

Creating a good and comfortable work environment cannot be separated from the role of the leadership and human resources in a company. Of course, if a leader is able to care for and utilize the human resources in a company or institution, then the relationship

between the leader and employees will also be good so that they can work together well in creating a good and good work environment.

However, in this case there is a phenomenon that often occurs in a company or institution. One example is a case study at the North Labuhanbatu Regency Central Bureau of Statistics office, namely the lack of a leader's role in improving and empowering and caring for existing employees so that the quality of the employees' work will also decrease, with this there will be a lack of seriousness among employees and partners in collecting and processing data in the field, resulting in inaccurate timing in collecting and processing data in the field resulting in indiscipline between employees and partners in their work.

Work discipline is very important to implement, not only employees but also leaders must and are obliged to implement work discipline. There are several things that often happen at the North Labuhanbatu Regency Central Statistics Agency office regarding indiscipline at work, such as inappropriate workload given to one employee, work load or too much workload given to one employee, in other words, imbalance in work load. the employees. So that some employees at work do not get satisfaction or motivation at work so that the performance of employees decreases, this is due to the imbalance in the workload given to employees with the wages or salaries given which are also the same minimum, but for one of the employees the workload given is very high. far different.

Employee performance is a very important role for a company or institution, this is because employee performance is a benchmark determining whether a company or institution is progressing or not, in other words the sustainability of an office lies in human resources who have potential and performance. the good one. For this reason, a leader must be able to become a wise leader so as to create a good work environment so that work discipline grows independently without coercion. If the work environment is good and work discipline is able to be applied by employees, employee performance will also increase and the sustainability and success of the office. is also increasing.

Based on the background of the problem above, it is very necessary for a leader to master the science of leadership in carrying out duties at the Central Statistics Agency office, in order to create a good work environment and be able to apply the work discipline that has been determined to support the performance of employees at work, such as providing workload. which is in accordance with their respective positions and there is no inequality in the workload provided by providing wages or salaries that are in accordance with the workload of employees at the Central Statistics Agency office. If this can be implemented by the leadership, the morale and work motivation of employees will also improve and the seriousness of employees when collecting and processing data in the field will be more serious and will also be completed on time within the specified time.

The Central Statistics Agency (BPS) as a statistical bureau was formed based on Law Number 7 of 1960 concerning statistics, as a replacement for the two laws, Law Number 16 of 1997 concerning statistics was established. The Central Statistics Agency has the task of carrying out government duties in the field of statistics in accordance with statutory regulations, apart from that, the Central Statistics Agency also has the function of

reviewing, preparing and formulating policies in the field of statistics, in carrying out as fostering and serving the general administration in the field of planning. general, administration and administration, personnel, finance, archives, public relations, law, equipment and household. As BPS which has the task of serving, in other words facilitation, the central statistical agency as a presenter of both quantity and quality, BPS works truly and with actual data to complement secondary data managed by government and private agencies in the North Labuhanbatu district. Employees go directly to the field to complete the data required by private and government agencies, so cooperation or team work is really needed in completing the tasks given.

Literature Review

Understanding Leadership

Leadership comes from the word leader, namely someone who has a position and subordinates, while leadership is an art or method that must be possessed by someone who is in a high position and has subordinates in order to be able to coordinate his subordinates in their work. Meanwhile, according to Nawawi (2015: 155), leadership is part of management to influence other people or subordinates at work. Said that leadership. Meanwhile, according to Priyatno (2013: 18) Leadership is the influence of a leader or superior on subordinates where subordinates feel trust and pride, loyalty and respect for their superiors, they are motivated to do more than what is targeted and expected. Meanwhile, according to Miftah (2010:9), leadership is an activity or way of influencing other people, both individuals and groups. From the definitions above, it can be concluded that leadership is a science of communication in influencing other people, both individuals and groups within an organization.

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Leadership Functions

Leadership has functions for a leader, as for leadership functions according to Siagian, (2010:83) writes several leadership functions as follows:

1. Leaders must understand the science of leadership because leaders determine direction in the organization.

2. Leadership for a leader is being able to become a reliable spokesperson in an organization.
3. Leadership for a leader is able to solve problems that exist in the organization in other words as an organizational mediator.

In achieving organizational or government goals, a leader must make a plan first and then apply it in leading subordinates/members of existing workers. The planning functions are as follows:

1. Planning

Planning means thinking about the causes and effects of what will happen in the future, both in the long term and the near term. Planning can be said to be an organizational projection for future organizational goals.

2. Forward-looking function

A leader must be able to view and analyze the possibilities that will occur so that in achieving organizational goals there are no more obstacles that will occur, this is because there is anticipation in dealing with the obstacles that will occur.

3. Loyalty development function

Loyalty that must be applied to an employee also applies to leaders, because leaders are role models for employees in an organization, so in an effort to influence to foster loyalty and faithfulness of employees must first be given an example of a leader who is loyal and every employee so that automatically also affected.

4. Oversight function

To achieve organizational goals, a leader must supervise the employees who work, this is to anticipate deviations and obstacles that will occur.

5. 5.Decision making function

When making decisions in an organization, a leader does not just make decisions haphazardly, a leader needs to analyze professionally and wisely in making decisions.

6. Motivational function

A leader must be able to maintain the work enthusiasm of his employees, so for this reason a leader must be able to pay attention to and motivate his employees.

Work Discipline

Discipline comes from the word discipline, which means obeying and respecting. Discipline means respect and obedience to the rules that have been set in an organization or government. However, there are several definitions of discipline according to experts, such as Sutrisno (2016: 86), who says that discipline is the attitude of someone who is willing and voluntary towards what has been implemented for workers in an organization and government. Meanwhile, according to Hasibuan (2012: 193) Discipline is an awareness felt by an employee and a willingness to voluntarily comply with the norms and regulations that apply to an organization or government. Apart from that, according to Sutrisno (2016: 89) discipline is behavior and behavior that is applied in accordance with the regulations set in an organization or government, both written and unwritten. Meanwhile, work is an activity that has systems and regulations that produce and achieve common goals.

Meanwhile, according to Rivai & Sagala (2013: 825) work discipline is something that is often used by leaders as a benchmark for their employees or employees in their work and as a communication tool to change the awareness and behavior of employees so that they always comply with the regulations that have been set implemented within the organization. Apart from that, according to Harlie (2010: 117) work discipline is a way to raise awareness of a person or employees regarding the tasks that have been assigned to them, and form work discipline that does not arise by itself.

With this explanation, work discipline is very much needed for an agency or organization whose commitment is to launch and make it easier for the agency or organization to achieve its goals, work discipline that is embedded in employees will obey and give themselves the willingness to carry out the rules that have been determined by the organization or agency. to advance it. This must be instilled in daily life to comply with the rules and regulations of the organization in order to regulate and limit every behavior in our activities, especially within the scope of work. Regulations are very necessary to provide guidance and counseling for employees in creating good rules and regulations in the company. With good rules, employee morale, work morale, efficiency and work effectiveness will increase. Punishment is needed to increase discipline and educate employees to obey all company regulations.

METHOD

This research uses an associative method, namely research that aims to determine the relationship between two or more variables. This research was carried out by direct observation and using analyzes based on previous studies and experts. The location of this research is at the North Labuhanbatu Regency Central Statistics Agency Office.

Population is a group with characteristics to be researched, according to (Widiyanto 2013) Population is a group or collection of objects that will be generalized from the research results. The population in this research is all employees at the North Labuhanbatu Regency Central Statistics Agency Office totaling 113 employees.

A sample is a portion taken from the population and used as respondents to collect the data you want to obtain, The sample in this study was 113 employees who worked at the Central Statistics Agency Office.

This research uses primary data, namely data obtained by field surveys using original data collection techniques. The primary data required is about leadership, work environment, discipline and employee performance.

A questionnaire is a data collection technique by asking respondents a number of questions with several alternative answers.

In this research there are two variables studied, namely:

1. Independent variables (independent variables) according to Sugiyono (2014:39) are variables that influence or are the cause of changes or emergence of the dependent variable. In this research the independent variables are leadership (X1), work environment (X2), work discipline (X3).

2. The dependent variable (dependent variable) according to Sugiyono (2014:59), is a variable that is influenced or a result of the existence of an independent variable. In this research, the dependent variable is employee performances.

RESULT AND ANALYSIS

General Description Of The Central Statistics Agency Of North Labuhan Batu Regency.

The Central Statistics Agency (BPS) as a statistical bureau was formed based on Law Number 7 of 1960 concerning statistics, as a replacement for the two laws, Law Number 16 of 1997 concerning statistics was established. The Central Statistics Agency has the task of carrying out government duties in the field of statistics in accordance with statutory regulations, apart from that the Central Statistics Agency also has the function of reviewing, preparing and formulating policies in the field of statistics, in its implementation as fostering and serving the general administration in the field of planning. general, administration and administration, personnel, finance, archives, public relations, law, equipment and household. BPS has the task of serving, in other words, facilitation, so the Central Statistics Agency as a presenter of both quantity and quality, BPS works truly and with actual data to complement secondary data managed by government and private agencies in the North Labuhanbatu Regency area. Employees go directly to the field to complete the data required by private and government agencies. The objectives of the Central Statistics Agency in North Labuanbatu Regency are as follows:

1. Improving the quality of statistical data through a quality assurance framework.
2. Improving the quality of excellent service as a result of statistical activities.
3. Strengthening the national statistical system through effective coordination and guidance in the field of statistics.
4. Increased accountable bureaucracy.

To achieve the goals of the Central Statistics Agency in North Labuanbatu Regency, the Central Statistics Agency in North Labuanbatu Regency must have a vision and mission to achieve these goals. The vision and mission of BPS in North Labuanbatu Regency are as follows:

1. Vision of the North Labuhanbatu Regency Central Statistics Agency: "Pioneer of trusted statistical data for all".
2. Mission of the North Labuhanbatu Regency Central Statistics Agency:
 - a. Providing quality statistical data through integrated statistical activities with national and international standards
 - b. Strengthening a sustainable national statistical system through guidance and coordination in the field of statistics
 - c. Building statistical people who are professional, have integrity and trustworthiness for the progress of statistics.

Structure of the North Labuhanbatu Regency Central Statistics Agency.

Organizational structure is an arrangement and relationship between each section and position in an institution in carrying out operational activities to achieve the goals of the

institution or company.

The success of an institution or company is generally due to cooperation between individuals or employees. Therefore, there is a need for good organization in all activities carried out by each individual and group within the institution or company.

Respondents' Descriptive Results

Based on the research results obtained, the ages of all employees as research respondents at the North Labuhanbatu Regency Central Statistics Agency can be seen in the following table:

Table 1. Characteristics of Respondents Based on Age

Age	Frequency	Percent	Valid Percent	Cumulative Percent
20 – 30 Years	14	12.4	12.4	12.4
31 - 40 Years	46	40.7	40.7	53.1
41 - 50 Years	50	44.3	44.3	97.3
51 - 60 Years	3	2.7	2.7	100.0
Total	113	100.0	100.0	

Based on the distribution of respondents according to age groups in table 4.1, it can be seen that there are 14 people in the 20 - 30 year age group with a percentage of 12.4%, in the 31 - 40 year age group there are 46 people with a percentage of 40.7%, the 41 - 50 year old group has 50 people, the percentage is 44.3% and the 50 - 60 year old group has 3 people, the percentage is 2.7%. Based on descriptive age respondents, there are the highest number of employees aged 41 - 50 years, this is because the Head of the Central Statistics Agency in North Labuhanbatu Regency prioritizes employees who are experienced in the field of statistics in supervising employees who work in the field and processing the data obtained so that work projects are given. will be completed on time, of course this will have an impact on improving employee performance. Furthermore, the largest number are employees aged 31 - 40 years, this is due to achieving goals in accordance with the vision and mission of BPS in the Regency. North Labuhanbatu, employees or partners are needed who work in the field productively to improve employee performance.

a. Characteristics of Respondents Based on Education.

Based on the research results obtained regarding the latest education as research respondents at the North Labuhanbatu Regency Central Statistics Agency, it can be seen in the following table:

Table 2. Characteristics of Respondents Based on Education

Education	Frequency	Percent	Valid Percent	Cumulative Percent
Bachelor	47	41.6	41.6	41.6
Diploma	29	25.7	25.7	67.3
High school/equivalent	34	30.1	30.1	97.3
Masters/S2	3	2.7	2.7	100.0
Total	113	100.0	100.0	

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From table 2 above, it can be seen that the educational background of all employees as research respondents at the North Labuhanbatu Regency Central Statistics Agency is that there are 3 employees who have a Master's/Master's degree, there are 47 employees who have a Bachelor's/S1 degree, 29 Employees have a Diploma/D3 diploma, there are 34 employees who have a Senior High School/Diploma degree. Based on the descriptive of the respondents' latest education, there is the largest number of employees with a bachelor's/bachelor's degree, this is because the work placement and workload given have educational qualifications according to the educational background of the employees themselves, then there is also the largest number of employees with the latest education. Diploma/D3, this is due to data processing who work at the Central Statistics Agency Office require employees with educational backgrounds in statistics or computers, but in this case, only a few people in North Labuhanbatu around that area have education and Diploma/D3 programs, so to maximize the jobs available at BPS North Labuhanbatu Regency, recruitment is carried out with qualifications. Minimum diploma/D3 education to be placed in the statistics or data section. Furthermore, there is the largest number with a high school/equivalent level of education because when collecting data in the field the Central Statistics Agency prioritizes employees who are domiciled, so that the operational costs of working employees can be minimized and there are only 3 employees with a master's/master's education, this can be It is said that with employees who have a Master's/Master's degree, all problems that arise while working will be resolved well and discussed well to achieve good work. Characteristics of Respondents by Gender Based on the research results obtained regarding the gender of employees as research respondents at the North Labuhanbatu Regency Central Statistics Agency can be seen in the following table:

Table 3. Characteristics of Respondents Based on Gender

	Gender			
	Frequency	Percent	Valid Percent	Cumulative Percent
Man	55	48.7	48.7	48.7
Valid Woman	58	51.3	51.3	100.0

From table 3 of the gender groups above, it can be seen that there are 55 employees with a percentage of 48.7% male who work at the Central Statistics Agency Office of North Labuhanbatu Regency, while there are 58 employees with a percentage of 51.3% who are female. Based on the descriptive gender of the respondents, the number of men and women is almost the same, this can be said because to improve the performance of employees at the North Labuhanbatu Regency Central Statistics Agency, it does not look at gender but rather at the abilities of each employee who works.

b. Characteristics of Respondents based on Marital Status

Based on the research results, the marital status of employees as research respondents at the North Labuhanbatu Regency Central Statistics Agency can be seen in the following table:

Table 4. Characteristics of Respondents Based on Marital Status

		Marital status			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not married yet	44	38.9	38.9	38.9
	Married	69	61.1	61.1	100.0
	Total	113	100.0	100.0	

From table 4. of the marital status groups above, it can be seen that there are 44 employees with a percentage of 38.9% who are unmarried who work at the Central Statistics Agency of North Labuhanbatu Regency, while there are 69 employees with a percentage of 61.1% who are married. Based on the descriptive marital status, the largest number of respondents were married employees, but this It does not become an obstacle for employees who work because BPS North Labuhanbatu Regency has regulations that must be implemented by all existing employees and work professionally.

c. Characteristics of Respondents based on Length of Work

Based on the research results obtained, the length of service of employees as research respondents at the North Labuhanbatu Regency Central Statistics Agency can be seen in the following table:

Table 5. Characteristics of Respondents Based on Length of Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Year - 5 Years	63	55.8	55.8	55.8
	6 Years - 10 Years	34	30.1	30.1	85.8
	11 Years - 20 Years	14	12.4	12.4	98.2
	21 Years - 30 Years	2	1.8	1.8	100
	Total	113	100.0	100.0	

From table 5 of the length of work group above, it can be seen that there are 63 employees with a percentage of 56.8% who have worked for 1 - 5 years, there are 34 employees with a percentage of 30.1% who have worked for 6 – 10 years, there are 14 employees with a percentage of 12.4% working for 11 – 20 years, there are 2 employees with a percentage of 1.8% working for 21 – 30 years. Based on the descriptive length of work of the employees above, there is 1 year or more, which means that the employees who work at BPS North Labuhanbatu Regency have experience in working. This will have an effect on improving employee performance.

Reliability Test Results

If the instrument is valid, then judging from the interpretation criteria the reliability is 0.60. If $r_i > r$ table, then the instrument is declared reliable.

Table 6. Reliability Test Results

No	Variable	Alpha count	N of Items	Criteria
1.	Leadership	0.602	5	Reliable

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No	Variable	Alpha count	N of Items	Criteria
2.	Work environment	0.773	5	Reliable
3.	Work Discipline	0.704	5	Reliable
4.	Employee Performance	0.647	5	Reliable

Data processed by SPSS 22.0 in 2023

Table 6 above shows that the five variables Leadership (X1), Work Environment (X2), Work Discipline (X3), Employee Performance (Y) above show very reliable results with alpha values > 0.60. So that the alpha value above for the items in the variables above can be used for further measurements.

Results of Classical Assumption Test Analysis

The normality test is an important requirement that must be met in regression analysis. The normality test aims to find out whether the data we have is normally distributed and close to normal. Based on the graph above, it can be seen that normal data has a bell-like shape. Because the data spreads around the diagonal line and follows the direction of the diagonal line or the histogrammic graph shows a normal distribution pattern, then the regression model meets normal assumptions.

The multicollinearity test is a situation that shows the existence of a strong correlation or relationship between or more independent variables in a multiple regression. The cause of the multicollinearity test is the correlation between two or more independent variables. From the explanation above, it can be concluded that the multicollinearity test is used to test the existence of a perfect (near perfect) linear relationship between some or all of the independent variables.

Table 7. Multicollinearity Test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	10,153	2,197		4,622	,000		
1	.019	,075	.021	,257	,798	,949	1,054
Leadership							
Work environment	,284	,083	,355	3,440	,001	,580	1,724
Work_discipline	,232	,087	,277	2,666	,009	,570	1,753

a. Dependent Variable: employee_performance

Source: Data processed by SPSS in 2023.

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The basis for decision making is based on tolerance values

- a. Tolerance > 0.1 So multicollinearity does not occur
- b. Tolerance < 0.1 So multicollinearity occurs

From table 7 of the multicollinearity test, it is known that the leadership tolerance value is $0.949 > 0.1$, so multicollinearity does not occur and it is known that the Work Environment value is $0.580 > 0.1$, so it does not occur. multicollinearity and it is known that the work discipline value is $0.570 > 0.1$, so multicollinearity does not occur.

Research conducted by Yohanes Susanto (2019) Faculty of Economics, Bina Insan University Postgraduate Program on the Influence of Leadership, Communication and Discipline on the Performance of Non-medical Employees at Siti Aisyah Lubuklinggau Hospital. Based on the SEM calculation results of the Amos Software Application above, the estimated influence of leadership on the performance of non-medical employees at Siti Aisyah Hospital, Lubuklinggau City is -0.083 or -08% and CR -0.083 where the CR criterion $< (1.96)$ with a probability of 0.400 reflects a negative effect. Meanwhile, in this research, for the t test (partial) there is a t-count value for the leadership variable of 0.257 with a significance of 0.798 while the t-table value is 1.658 , in this case indicating that the leadership variable has no significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency. Thus, it can be decided that the hypothesis in this study is not accepted.

Research conducted by "Utami, (2017) Faculty of Economics and Business, Department of Accounting, Muhammadiyah University of Surakarta on the Influence of Leadership, Communication, Work Discipline and Work Environment on the Performance of BAPPEDA Office Employees in Sukoharjo Regency. The results of the research show that: Leadership has a positive and significant effect on employee performance, with a significance value of $0.003 < 0.05$.

Communication has a positive and significant effect on employee performance, with a significance value of $0.017 < 0.05$. Work discipline has a positive and significant effect on employee performance, with a significance value of $0.021 < 0.05$. The work environment has a positive and significant effect on employee performance, with a significance value of $0.046 < 0.05$. Meanwhile, in this research, for the t test (partial) there is a calculated t value for the work environment variable of $3,440$ with a significance of 0.001 while the t table value is $1,658$, in this case indicating that the work environment variable has a significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency . In this way, it can be decided that the hypothesis in this study is accepted.

Research conducted by Romansyah Arindra Adhana (2014) on "The Influence of Ability and Work Discipline on the Performance of Employees at the Tunas Bangsa Pati Social Home for Children". $\$GD$ positive influence between ability and work discipline on employee performance is 0.285 with X^2 of 17.130 , meaning X^2 calculated $> X^2$ table ($17.130 > 5.991$). Meanwhile, the Coefficient of Determination (KD) is 28.5% . Meanwhile, in this research, for the t test (partial) there is a calculated t value for the work discipline variable of $2,666$ with a significance of 0.009 while the t table value is $1,658$, in this case

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indicating that the work discipline variable has a significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency . In this way, it can be decided that the hypothesis in this study is accepted.

Research conducted by Praptiestrini, Faculty of Economics, University of Surakarta in 2016 regarding "Analysis of the Influence of the Work Environment and Leadership on Job Satisfaction of Colomadu District Employees, Karang Anyar Regency. From the calculation results, the Adjusted R Square value is 0.280, meaning it is known that the influence exerted by the independent variables, namely the work environment and leadership with the dependent variable, namely job satisfaction in the Colomadu sub-district, Karanganyer Regency, is 28.0% while the remaining 72.0% is influenced by variables not studied. . Meanwhile, in this research, for the f test (simultaneous) there is a calculated f value for the Leadership, Work Environment and Work Discipline variables of 17,749 with a significance of 0.000, while the f table value is 2.69, in this case indicating that simultaneously the Leadership, Work Environment and Work Discipline variables has a positive and significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency office. In this way, it can be decided that the hypothesis in this study is accepted.

CONCLUSION

Based on the results of research and discussion regarding the influence of Leadership, Work Environment and Work Discipline on Employee Performance at the North Labuhanbatu Regency Central Statistics Agency office, the author comes to the conclusion: 1.In the partial test (t test) there is a value for the leadership variable of 0.257 with a significance of 0.798 while the t table value is 1.658, in this case indicating that the leadership variable has no significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency. 2.In the partial test (t test) there is a t value for the work environment variable of 3,440 with a significance of 0.001 while the t table value is 1,658, in this case indicating that the work environment variable has a significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency. 3.In the partial test (t test) there is a t value for the work discipline variable of 2,666 with a significance of 0.009, while the t table value is 1,658, in this case indicating that the work discipline variable has a significant effect on employee performance at the North Labuhanbatu Regency Central Statistics Agency. 4.In simultaneous testing (f test) there is a t value for the leadership, work environment and work discipline variables of 17,749 with a significance of 0.000.

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