

ABSTRACT

NABILA PUTRI MAHARANI / 2100861201143 / Faculty of Economics, University of Batanghari Jambi 2025 / The Influence of Leadership Style, Physical Work Environment, and Job Satisfaction on Employee Performance at the Jambi Selatan Sub-District Office / Supervisor I: Sakinah AS, SE, MM / Supervisor II: Ubaidillah, SE, MM

This study is entitled “The Influence of Leadership Style, Physical Work Environment, and Job Satisfaction on Employee Performance at the Jambi Selatan Sub-District Office.” The objective of this research is to determine and analyze the influence of leadership style, physical work environment, and job satisfaction on employee performance, both simultaneously and partially.

This research uses a quantitative method with a descriptive approach. The sample consisted of 50 employees selected using a census technique. Data were collected through a questionnaire and analyzed using SPSS software with multiple linear regression analysis, t-test, F-test, and coefficient of determination (R^2).

The Jambi Selatan Sub-District Office is a public institution that serves the community in five administrative areas, thus heavily relying on the effectiveness of its employees. Factors such as appropriate leadership, a comfortable physical work environment, and high job satisfaction play crucial roles in supporting employee performance.

The partial t-test results showed that the independent variables—leadership style (X_1), physical work environment (X_2), and job satisfaction (X_3)—have a positive and significant effect on employee performance (Y), with significance values of $X_1 = 0.010$, $X_2 = 0.034$, and $X_3 = 0.000$ (all < 0.05). The simultaneous F-test also showed a significant effect, with an F-value of 26.870 and a significance level of 0.000. The coefficient of determination (R^2) was 0.629, indicating that 62.9% of employee performance is influenced by the three independent variables, while the remaining 37.1% is affected by other factors not examined in this study.

In conclusion, leadership style, physical work environment, and job satisfaction each have a positive and significant influence on employee performance, both simultaneously and individually. Among these, job satisfaction is the most dominant factor influencing employee performance at the Jambi Selatan Sub-District Office.

Keywords: Leadership Style, Physical Work Environment, Job Satisfaction, Employee Performance.