

## 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.