

## ***ABSTRACT***

### **The Influence of Leadership Style, Compensation, and Work Environment on Employee Performance (A Case Study at XYZ Financing Company in West Jakarta)**

Sheren Carista<sup>1)</sup>

<sup>1)</sup> Mahasiswa Program Studi Manajemen, Universitas Pembangunan Jaya

<sup>2)</sup> Dosen Program Studi Manajemen, Universitas Pembangunan Jaya

This study aims to analyze the influence of leadership style, compensation, and work environment on employee performance at XYZ Financing Company in West Jakarta. The research uses a quantitative approach with an associative design, and the data was collected through the distribution of questionnaires to 78 respondents. Data analysis was conducted using multiple linear regression with the help of SPSS version 25 software. The results indicate that leadership style and work environment have a significant effect on employee performance. These findings are expected to serve as a basis for management to formulate human resource development strategies to optimize employee performance.

**Keywords:** Leadership Style, Compensation, Work Environment, Employee Performance, Financing Company.