

ABSTRACT

THE INFLUENCE OF LEADERSHIP AND WORK ENVIRONMENT ON THE PERFORMANCE OF HONORER EMPLOYEES AT THE DPRD SECRETARIAT OF TANGERANG SELATAN

This study examines the effect of leadership and work environment on the performance of honorary employees at the South Tangerang City DPRD Secretariat. Data was collected through the questionnaire method using the Google Form tool which was distributed to 70 respondents who are temporary employees with more than 2 years of service. A Likert scale of 1-5 is used in this study. Multiple linear regression analysis was used to test the research hypothesis. Before carrying out the regression analysis, classical assumption tests were performed, including normality, multicollinearity and heteroscedasticity tests. Validity and reliability tests were also carried out to ensure the quality of the data used. Test the hypothesis using the coefficient of determination test, F test, t test. The results of this study indicate that leadership has a positive and significant influence on the performance of honorary employees (H1 is accepted). In addition, the work environment also has a positive and significant influence on the performance of honorary employees (H2 is accepted). Simultaneously, leadership and work environment have a positive and significant influence on honorary employee performance (H3 is accepted). Suggestions for the DPRD Secretariat to pay attention again to the leadership factor given and create a safe and comfortable work environment. This is expected to improve the performance of temporary employees.

Keyword : *Leadership, Work Environment, Honorary Employee Performance*