

ABSTRACT

This study aims to determine the effect of Leadership (X1), Communication (X2) and Work Environment (X3) on Employee Performance (Y) both simultaneously and partially at the Youth and Sports Service of West Java Province. The research method used is descriptive and verification method with a total sample of 86 respondents. Data collection techniques used in this study were observation, interviews and distributing questionnaires. The data analysis method used is multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing. The results of this study indicate that there is a positive and significant influence simultaneously or partially. Simultaneously the influence of Leadership (X1), Communication (X2) and Work Environment (X3) on Employee Performance (Y) is 67.3%, while partially leadership (X1) has an effect on employee performance (Y) has an effect of 13.3% while Communication (X2) has an effect on employee performance (Y) has an effect of 28.6% and the work environment (X3) has an effect on employee performance (Y) has an effect of 25.4% it can be concluded that leadership (X1), Communication (X2) and work environment (X3) have a significant influence on employee performance (Y) at the Youth and Sports Office of West Java Province.

Keywords: *Leadership, Communication, Work Environment, Employee Performance*