

ABSTRACT

This research began with the discovery of problems in employee performance evaluations from 2021 to 2023 which experienced fluctuations. To see more clearly what problems occur at the Pusdiklat Ir. H. Djuanda PT. Kereta Api Indonesia (Persero) which are caused by leadership that is still not yet useful for the agency and the lack of employee work environment which is still not well optimized by the Pusdiklat Ir. H. Djuanda PT. Kereta Api Indonesia (Persero). The method used in this research is a descriptive and verification research method with a quantitative approach. In this research, researchers used qualitative data in the form of information such as a general description of the agency and other information used to discuss the problem formulation. In this study, the population was 56 employees. Based on the recapitulation of respondents' responses regarding leadership at the Pusdiklat Ir. H. Djuanda PT. Kereta Api Indonesia (Persero), if viewed from the continuum line, the average value for Leadership is 3,20, work environment if viewed from the continuum line, the average value is 3,18, Performance is 3,02, the partial determination coefficient of Leadership contributes the amount of 29,07%, to performance, the partial determination coefficient of work environment contributes to 24,49%, to performance, simultaneously shows that the Leadership and work environment variables provide significant influence on performance of 0,732. Based on the results, there is a strong relationship related to Leadership and work environment on Performance at the Pusdiklat Ir. H. Djuanda PT. Kereta Api Indonesia (Persero). Referring to the results of the coefficient of determination 53,6%. it means that Leadership and work environment influence employee performance at Pusdiklat Ir. H. Djuanda PT. Kereta Api Indonesia (Persero) simultaneously by 53,6%.

Keyword : Leadership, Work Environment, Performance