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## The Impact of The Environment and Leadership Patterns on Employee Work Achievement at Uptd Region VIII Samsat Langsa

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### ABSTRACT

**Background.** This study describes the impact of the environment and leadership patterns on employee work achievement at the Technical Implementation Unit (UPTD) region VIII of the Langsa samsat.

**Purpose.** The purpose of this study is to educate readers and measure the extent of environmental impact and work achievement patterns of employees.

**Method.** This study uses multiple linear regression analysis methods, used to determine the independent variable on the dependent variable. Researchers used the help of the SPSS (Statistical Product and Service Solution) program so that the results obtained were more directed. The number of samples studied was 21 respondents. The analysis used includes percentage calculation, partial test (t-test), correlation test, significance test and coefficient of determination test.

**Results.** The results of the study found that the impact of the environment and leadership patterns on the achievement of employee work at UPTD region VIII samsat Langsa is in good criteria with the results of the analysis reaching factors that affect performance, namely the leadership variable has an average of 4.56 and the work environment variable has an average of 4.39. In addition, based on the hypothesis which states that there is a significant effect of leadership on employee performance, it is proven to be true in the partial test (t test) the t-count result for the leadership variable is 1.867 and the value in the 5% distribution table is 1.697. And partially the work environment variable has more influence on employee performance with the results of t count 4.987.

**Conclusion.** The conclusion of research at UPTD region VIII Samsat Langsa, it can be concluded that leadership and work environment have a significant effect on employee performance. Leadership has a positive influence, while the work environment is more dominant in influencing employee performance, indicated by a higher t value.

### KEYWORDS

Environment, Leadership, Work

### INTRODUCTION

This study explores the impact of environment and leadership patterns on employee work achievement at UPTD Wilayah VIII Samsat Langsa. The results show that the work environment and leadership have a significant contribution to employee performance. Leadership has a positive influence, while the work environment is partially more dominant in influencing work achievement, marking the importance of these factors in improving productivity and work outcomes in the institution (Afsar, 2019).

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This research provides valuable insights into managerial strategies that can be applied to improve employee performance achievement at UPTD Wilayah VIII Samsat Langsa. Special attention to improving leadership patterns and improving work environment conditions were identified as key to achieving this goal. The implications of these findings can help organizational managers to develop more effective management policies and practices to improve employee productivity and job satisfaction in the context of public services in the UPTD environment (Pham, 2019).

In addition, this study highlights the need for attention to specific variables in the UPTD context, such as work environment factors that play an important role in shaping employee motivation and performance. Managerial implications may include efforts to create a conducive work atmosphere, design leadership training programs, and implement management strategies that are responsive to the dynamics of the organizational environment. The results of this study can serve as a basis for improving management policies and practices at UPTD Region VIII Samsat Langsa, with the aim of increasing operational efficiency and achieving overall organizational goals (Afsar, 2020).

Looking in the context of UPTD Wilayah VIII Samsat Langsa, this study shows that investment in leadership improvement and work environment improvement can have a positive impact on employee work achievement. Efforts to optimize leadership patterns, create supportive working conditions, and pay special attention to these aspects can bring positive changes in organizational performance. This conclusion underscores the importance of a holistic managerial strategy that focuses on key aspects to achieve optimal performance in the UPTD.

The success of an organization in achieving its goals depends and is determined by many factors. But of the many important factors as a determinant, the leadership factor is the most important factor. The leadership factor is said to be the most important factor because the function of a leader is to encourage all members to utilize other resources efficiently and effectively to achieve the goals that have been set (Araya, 2019; Bellibaş, 2021). Leadership must be seen as a dynamic process in the sense that the relationship between leaders and followers is reciprocal and develops through interpersonal transactions over time affecting employee performance. In such conditions, it causes the desire to work even harder. An indicator of the success of a leader is the success of employees in completing the responsibilities given even though it is undeniable that to work productively is certainly inseparable from employees or employees. Leadership is also considered necessary to influence the behavior of subordinates so that there is no violation of organizational rules such as the tendency of employees to violate company or agency rules. Therefore, as a human resource manager is required to have a leader where he can work together and can suppress possible conflicts that will occur in the work group so as to achieve the organizational goals of the company or agency (Waworundeng, 2021).

Problems that occur within the UPTD office of region VIII of the Langsa samsat. The leadership of a head of service who in fact has a higher position can change according to the conditions that occur. Sometimes this kind of leadership makes employees or the community unhappy and even some people feel pressured. Everything ordered by a village head must be followed by all of the community without conducting deliberations or discussions. So that there are some people or even community leaders who are not in line with the wishes of their leaders. In addition, the work environment can also be an obstacle in carrying out activities at work from both internal and external factors. As we all know that leaders are very influential from all related aspects, therefore it is very important to maintain communication between each other, as well as

mutual respect so that not only common goals will be achieved, but also kinship, familiarity, and so on.

Based on how important the influence of a leader and the work environment is in a company / agency and also affects subordinates in achieving goals, the researcher is interested in researching by raising the title "The Impact of the Environment and Leadership Patterns on Employee Work Achievement at UPTD Region VIII Samsat Langsa".

## RESEARCH METHODOLOGY

The research method used in this researcher is descriptive analysis by describing or describing the data that has been collected (Caetano, 2021). Statistical methods used to analyze data by describing or describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations. In this study the variables associated are independent variables (X1) Leadership, (X2) Work Environment, and dependent variables (Y) Performance. In this study to obtain data or information, the necessary information the authors used data sources, namely Primary Data, namely data collected by individuals or organizations directly from the object under study and for the benefit of the study concerned which can be in the form of observations. Secondary data is data obtained or collected and put together by previous studies and obtained from UPTD region VIII samsat Langsa (Oktaviani dkk., 2021).

The data collection method used in this study is the Questionnaire Method (Questionnaire), which is a data collection technique carried out by giving a set of questions or written statements to respondents to answer. Observation as a data collection technique by direct observation of the research object by recording the symptoms found in the field to complete the data needed as a reference regarding the research topic. Observation is a complex process, a process composed of various biological and psychological processes. Two of the most important are the processes of observation and memory. Documentation study, namely data collection obtained through the study and review of written records and documents related to the problem under study with the relevant agencies (Kamal dkk., 2019)

## RESULT AND DISCUSSION

### Definition of Human Resource Management

Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. For this reason, management is very necessary in agencies, without the application of good management, the agency or office will not achieve the goals or objectives/targets that it wants to achieve or set beforehand. Thus it can also be said that the role of management is very necessary and is a central problem in achieving organizational or agency goals (Afzal & Crawford, 2022; Sweeney, 2019). The quality of human resources plays an important role, in the realization of an institution that is effective and efficient. The fact shows that human management must be the foundation before carrying out management in an institution, because whether or not the work is directly determined by the employees they have. This is a sign that human resource management is put forward for organizations or agencies towards the realization of the goals to be achieved. Human resource management is a strategic and organizational field. Human resource management should be viewed as an extension of the traditional view of managing people effectively and to require knowledge of human behavior and the ability to manage it (Prabu & Wijayanti, 2016).

### **The importance of leadership roles**

Leadership and leaders are objects and subjects that have been studied, analyzed, and reflected on by people from the past until now. Leadership concerns the way or process of directing others to want to do what the leader wants. Leadership is a very important factor and how a leader can bring the work group towards maximum success (Al-Mahdy, 2021). Leadership is also an effort to influence many people through communication to achieve goals, how to influence people with instructions or orders, actions to cause others to act or respond and cause positive changes, important dynamic forces that motivate and coordinate organizations in order to achieve goals, the ability to create confidence and support among subordinates so that organizational goals can be achieved (Wart, 2019).

Leadership is a person's ability to influence others (subordinates) in such a way that others want to do the will of the leader even though personally it may not be liked. Leadership is a science that comprehensively examines how to direct, influence, and supervise others to perform tasks in accordance with planned orders (Amels, 2021; Islam, 2019). The science of leadership has grown along with the dynamics of human life development. Leadership is defined by people according to their respective perspectives which are influenced by the background, education, social, culture, and interests of the person defining it. Leadership is everyone's business because every human being is a leader, at least leading himself, and is responsible for his leadership. In an organization, the leadership factor plays a very important role because it is the leader who will drive and direct the organization in achieving its goals (Connolly, 2019).

There are several opinions of experts as follows: Leadership as an activity of influencing the behavior of others, both individually and in groups in order to carry out activities in an effort to achieve goals in certain situations. Leadership is the activity of influencing others to work together in order to achieve organizational goals. In other words, leadership is the art of influencing human behavior". Leadership is the ability of a leader to control, lead, influence the thoughts, feelings or behavior of others to achieve predetermined goals. So from some experts' opinions it can be concluded that leadership is the process of influencing or giving direction carried out by a leader to subordinates related to organizational activities so that the goals of the organization can be achieved as previously planned (Hidayati dkk., 2021)

### **The importance of performance**

Performance is a word in Indonesian from the basic word "work" which translates the word from foreign languages, namely achievement, can also mean the result of work. Performance in an organization answers the success or failure of organizational goals that have been set. Bosses or managers often do not pay attention unless it is very bad or everything goes awry. Too often managers or superiors do not know how badly performance has deteriorated so that the agency or company faces a serious crisis. Deep bad impressions of the organization result and ignore the warning signs of deteriorating performance. Performance is a condition that must be known and confirmed to certain parties to know the level of achievement of the results of an agency in relation to the vision carried out by an organization or company and to know the positive and negative impacts of an operational policy (Farida & Fauzi, 2020)

### **Factors Affecting Performance**

The psychological ability factor, employee ability consists of potential ability (IQ) and reality ability (education). Therefore, employees need to be placed in jobs that are in accordance with their expertise. Motivation factor, motivation is formed from the attitude (attitude) of an employee in dealing with work situations. Motivation is a condition that moves employees towards achieving work goals (Sun & Turkan, 2020).

**Harmonious working environment**

The work environment in a company needs to be considered, this is because the work environment has a direct influence on employees / employees. A conducive work environment can improve employee performance and vice versa. The work environment is the social, psychological, and physical life in the company that affects workers in carrying out their duties. Human life is inseparable from various conditions of the surrounding environment, between humans and the environment there is a very close relationship. In this case, humans will always try to adapt to the various environmental conditions around them. Similarly, when doing work, employees or employees as humans cannot be separated from the various circumstances around where they work, namely the work environment. During work, each employee will interact with various conditions contained in the work environment. The work environment is something that is around the workers and that affects him in carrying out the tasks assigned (Martens, 2019).

The condition of the work environment is said to be good or appropriate if humans can carry out activities optimally, healthily, safely, and comfortably. The suitability of the work environment can be seen as a result over a long period of time. Furthermore, poor work environments can demand more labor and time and do not support the design of an efficient work system. There is also an opinion that the work environment is one of the factors that affect the performance of an employee. An employee who works in a work environment that supports him to work optimally will produce good performance, on the other hand, if an employee works in an inadequate work environment and does not support optimal work, it makes the employee concerned lazy, tired quickly so that the employee's performance will be low. From some of the above opinions it can be concluded that the work environment is everything that is around employees at work, both in physical and non-physical form, directly or indirectly, which can affect their work very work (Coppola, 2022).

The physical work environment is all the physical conditions found around the workplace that affect employees both directly and indirectly. The non-physical work environment is all the circumstances that occur related to work relationships, both relationships with superiors, as well as relationships with fellow coworkers or relationships with subordinates. The company should be able to reflect conditions that support cooperation between superiors, subordinates and those of the same status. Conditions that should be created are a family atmosphere, good communication, and self-control (Farida & Fauzi, 2020).

**Work Management**

Management functions are not principled but only situational and terminological in different perspectives, but are basically a combination of all organizational activities in order to achieve predetermined goals. These activities include planning, organizing, implementing the planning stage, inherent supervision, monitoring, evaluation and so on (Alvarez-Torres, 2022). Management is focused on mobilization in order to achieve goals, in other words, at the level of the administrative process, functions are more general and apply to the entire organization, while at the management level the functions are more departmental or sectoral. The management functions are as follows: Planning. Organizing. Motivating. Evaluating. Of all the management functions mentioned above, there is a relationship between one another and are carried out systematically, errors arising from the implementation of one of the management functions will affect the goals of the organization cannot be achieved optimally (Rohaeni, 2016).



## Operational Definition and Measurement of Variables

The operational definition of variables is used so as not to cause multiple interpretations, namely by providing restrictions on the variables used in this research. Leadership is a person's ability to influence other people (subordinates) in such a way that other people want to do the will of the leader even though personally it may not be liked. The leadership indicators are: Ideal Influence. Inspiration Motivation. Rewards. Intellectual Stimulation. Individual Consideration. Work Environment (X2) The work environment is the social, psychological, and physical life in the company that affects workers in carrying out their duties The work environment indicators include: Light Illumination. Air Circulation. Noise. Bad odor.

Security Dependent Variable is Performance (Y). Performance is a condition that must be known and confirmed to certain parties to know the level of achievement of the results of an agency in relation to the vision carried out by an organization or company and to know the positive and negative impacts of an operational policy. Quantity is the amount produced, expressed in terms such as the number of units, the number of activity cycles completed by employees, and the number of activities produced. Quality is the employee's perception of the work produced and the perfection of the task against the skills and abilities of the employee. Timeliness is measured by employee perceptions of an activity that is completed at the beginning of time until it becomes output. Initiative is a skill that arises either directly or indirectly from within a person. Cooperation is the ability of a workforce to cooperate with others in completing their tasks (Husain, 2017).

## Multiple Linear Regression Analysis Results

The data from this study were processed with the help of the SPSS 16.0 program. To test the research hypothesis which states that Leadership and Work Environment factors affect employee performance at UPTD region VIII Langsa samsat Langsa  $Y = 0.535 + 0.252 X_1 + 0.624 X_2$  From the multiple regression equation above, it can be interpreted as follows: The coefficient value  $b_0$  (constant) of 0.535 means that if the leadership factor ( $X_1$ ) and the Work Environment factor ( $X_2$ ) are equal to zero, it is estimated that employee performance is 0.535. The coefficient value  $b_1 = 0.252 X_1$  means that if the leadership variable is increased both in frequency and quality, it will have a positive effect on employee work discipline, meaning that the leader can direct and accommodate his subordinates properly, it will be able to improve employee performance assuming other variables are constant.

The coefficient value  $b_2 = 0.624 X_2$  indicates that work motivation has a positive influence on employee performance, if the leader can provide direction, encouragement, and work enthusiasm for his subordinates well, it is estimated that employee performance will also increase assuming other variables are constant. Based on the results of the regression analysis, it is known that leadership and work environment show a positive value, which means that there is a unidirectional relationship between the X (independent) variables and the Y (dependent) variable (Airyq dkk., 2023).

Partial Test (t-test) This test is conducted to determine whether the independent variable partially affects the dependent variable based on the multiple regression results. The t test is done by comparing the t value with the t table. From the comparison of t count and t table, it can be concluded that if  $t \text{ count} > t \text{ table}$ , the independent variables ( $X_1$  and  $X_2$ ) in question have a significant effect on the dependent variable (Y). Conversely, if  $t \text{ count} < t \text{ table}$ , it can be concluded that the variable X in question does not have a significant effect on variable Y.

One way to see the progress of an organization's performance is to conduct an assessment of the organization. The assessment can be carried out on employees and leaders. The assessment system uses the method that is considered most appropriate for the form of the organization,

because the wrong use of the method will make the assessment carried out unable to provide the intended answer. Performance appraisal is the process of evaluating how well employees do their jobs when compared to a set of standards and then communicating that information. Performance as a result of work achieved by an individual adjusted to the role or task of that individual in a company in a certain period, which is related to a certain measure of value or standard of the company where the individual works. A leader has a big influence in encouraging the improvement of employee performance. Improving the quality of employee performance has an influence on the creation of work quality as expected.

Based on direct data processing conducted by the author during the research at UPTD region VIII Langsa (Langsa samsat), the factors that influence performance, namely the leadership variable has an average of 4.56 and the work environment variable has an average of 4.39. In addition, based on the hypothesis which states that there is a significant effect of leadership on employee performance, it is proven to be true in the partial test (t test) the t count result for the leadership variable is 1.867 and the value in the 5% distribution table is 1.697, so  $t \text{ count } 1.867 > t \text{ table } 1.697$  while the significance value addressed by the p value  $< \alpha = 0.05$  ( $0.072 < 0.05$ ). And the X1 regression coefficient value is 0.252. It can be interpreted that there is an influence of leadership on employee performance.

While the hypothesis stating that there is a significant effect of the work environment on employee performance is proven correct in the partial test (t test) the t-count result for this variable is 4.987 and the value in the 5% distribution table is 1.697, then  $t \text{ count } 4.987 > t \text{ table } 1.697$  while the significance value addressed by the p value  $< \alpha = 0.05$  ( $0.000 < 0.05$ ). It can be interpreted that there is an influence of the work environment on employee performance. And partially the work environment variable has more influence on employee performance with the results of t count 4.987. This research is very influential on the research that the author did. Leadership and work environment are two of the many factors that can affect employee performance improvement.

Leaders in an organization have a strong role in building and fostering enthusiasm among employees. Good leadership and environment from the leadership are intended to maintain the enthusiasm and passion of employees, so as to create useful human resources (Sardi, 2017).

## CONCLUSION

Based on direct data processing conducted by the author during the research at UPTD region VIII samsat Langsa, factors that affect performance, namely the leadership variable has an average of 4.56 and the work environment variable has an average of 4.39. In addition, based on the hypothesis which states that there is a significant effect of leadership on employee performance, it is proven to be true in the partial test (t test) the t count result for the leadership variable is 1.867 and the value in the 5% distribution table is 1.697, so  $t \text{ count } 1.867 > t \text{ table } 1.697$  while the significance value addressed by the p value  $< \alpha = 0.05$  ( $0.072 < 0.05$ ). And the X1 regression coefficient value is 0.252. It can be interpreted that there is an influence of leadership on employee performance. While the hypothesis stating that there is a significant effect of the work environment on employee performance is proven correct in the partial test (t test) the t-count result for this variable is 4.987 and the value in the 5% distribution table is 1.697, then  $t \text{ count } 4.987 > t \text{ table } 1.697$  while the significance value addressed by the p value  $< \alpha = 0.05$  ( $0.000 < 0.05$ ). It can be interpreted that there is an influence of the work environment on employee performance. And partially the work environment variable has more influence on employee performance with the results of t count 4.987.

## AUTHORS' CONTRIBUTION

Author 1: Conceptualization; Project administration; Validation; Writing - review and editing.

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