

The Influence of Leadership Characteristics and Work Environment on Employee Work Performance at the Kaliwates District Office

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ABSTRACT

Objective: This study investigates the influence of leadership characteristics and the work environment on employee performance at the Kecamatan Kaliwates office. Effective leadership is often regarded as a pivotal element in shaping organizational outcomes, as it directly impacts employee motivation, satisfaction, and productivity. Concurrently, the work environment plays a significant role in fostering or impeding employee performance. **Method:** Utilizing a quantitative research approach, this study will collect data from employees to assess the relationships between leadership traits, work environment factors, and employee performance. By employing statistical analysis techniques, we aim to determine the extent to which these variables interact and contribute to overall employee effectiveness. **Results:** The findings of this research are anticipated to provide essential insights for policymakers and managers within the public sector, particularly in enhancing leadership practices and optimizing work environments to improve employee performance. **Novelty:** This study contributes to the existing literature by emphasizing the importance of both leadership and environmental factors in the context of public service organizations.

INTRODUCTION

In organizational contexts, leadership characteristics and the work environment are critical factors influencing employee performance. Leadership traits, such as leadership style, communication skills, and emotional support, can significantly create an atmosphere that either fosters or hinders employee motivation and productivity. Previous studies indicate that effective leadership contributes substantially to enhancing both individual and team performance (Northouse, 2018).

Moreover, the work environment plays a vital role in shaping employee behavior and performance. A positive work environment, characterized by adequate facilities, a conducive atmosphere, and strong interpersonal relationships among colleagues, can enhance job satisfaction and employee motivation (Spector, 2011). The Kecamatan Kaliwates office, as a public service unit, presents an intriguing context for this research, given its essential role in delivering services to the community and the challenges it faces in creating an optimal work environment.

This study aims to explore the impact of leadership characteristics and the work environment on employee performance at the Kecamatan Kaliwates office. Using a quantitative approach, we will analyze data collected from employees to identify the relationships among these variables. The findings from this research are expected to provide valuable insights for decision-making and managerial practices in the public sector, particularly in improving employee performance through leadership development and the creation of a better work environment.

Research Objectives

This study aims to explore various leadership characteristics that influence employee job performance. The characteristics in question include leadership style, communication skills, and emotional support. By understanding how each of these characteristics contributes to performance, this study hopes to identify more effective leadership practices in the context of public administration. In addition to leadership characteristics, this study also aims to evaluate the factors of the work environment that influence employee performance. This includes aspects such as physical workspace conditions, organizational culture, and interpersonal relationships among employees. This study seeks to demonstrate how a positive work environment can foster better performance and create a productive work atmosphere.

This study endeavors to identify the interdependent relationship between leadership characteristics and the work environment. By analyzing the interaction between these two factors, this study hopes to gain a more comprehensive understanding of how they collectively influence employee job performance. This is crucial for formulating more holistic and integrated managerial strategies. Based on the analysis results, this study aims to provide practical recommendations for policymakers and managers at the Kaliwates District Office. These recommendations will focus on developing effective leadership and improving the work environment, with the ultimate goal of enhancing employee job performance overall.

The primary objective of this study is to examine the influence of leadership characteristics and the work environment on employee performance at the Kecamatan Kaliwates office. Specifically, this research aims to achieve the following goals:

1. **To Analyze Leadership Characteristics:** The study will explore various leadership traits, including leadership style, communication effectiveness, and emotional support, and their respective impacts on employee motivation and performance. Understanding these dynamics will provide insights into how leadership practices can be enhanced in the public sector.
2. **To Evaluate the Work Environment:** This research seeks to assess the role of the work environment, including physical conditions, organizational culture, and interpersonal relationships, in shaping employee performance. By identifying the key elements of a supportive work environment, the study aims to highlight areas for improvement in organizational settings.
3. **To Assess the Interrelationship:** The study will investigate the interplay between leadership characteristics and the work environment, determining how these factors collectively influence employee performance. This objective aims to provide a holistic understanding of the factors that contribute to effective performance in public service organizations.
4. **To Provide Recommendations:** Based on the findings, the research will offer practical recommendations for policymakers and managers at the Kecamatan Kaliwates office. These recommendations will focus on strategies to enhance

leadership effectiveness and optimize the work environment, ultimately aiming to improve overall employee performance.

By addressing these objectives, this study aspires to contribute valuable insights to the existing body of literature on leadership and organizational behavior, particularly in the context of public administration.

RESEARCH METHOD

This study employs a quantitative approach with a descriptive-analytical research design. The quantitative approach is chosen to systematically and measurably test the hypothesis regarding the influence of leadership characteristics and work environment on employee job performance. The descriptive-analytical design provides a clear picture of the relationship between the variables studied and allows the researcher to analyze the data using relevant statistical techniques. The population in this study consists of all employees working at the Kaliwates District Office. To determine the sample, a simple random sampling technique is used, where employees are randomly selected from the existing population. The sample size is determined based on Slovin's formula to ensure adequate representativeness, so that the research results can be generalized to the entire population.

This approach is expected to provide data that reflects the actual conditions in the field. Data is collected through several methods, including questionnaires, interviews, and observations. The questionnaire is designed to measure indicators of leadership characteristics, work environment, and employee job performance variables. Each item in the questionnaire uses a Likert scale to facilitate quantitative analysis. In addition, semi-structured interviews are conducted with several employees to gain a deeper understanding of their experiences related to leadership and work environment. Observations are also made to observe interactions between employees and dynamics in the work environment. The collected data will be analyzed using statistical software, such as SPSS or AMOS, to perform regression analysis and hypothesis testing. Regression analysis is used to identify the influence of leadership characteristics and work environment on employee job performance and to explore the interdependent relationship between these variables.

The results of the analysis will be presented in the form of tables and graphs to facilitate interpretation. In addition, qualitative analysis of interviews and observations will be conducted to complement and enrich the findings from quantitative analysis. To ensure the validity and reliability of the measurement tool, a questionnaire trial will be conducted first on a group of respondents outside the research sample. Content validity will be checked by involving experts in the field of leadership and human resource management, while reliability will be measured using Cronbach's Alpha method.

The results of both tests will ensure that the instrument used can provide accurate and consistent data. With this structured research method, it is expected that the study can make a significant contribution to understanding the influence of leadership characteristics and work environment on employee job performance at the Kaliwates

District Office and provide evidence-based recommendations for management development in the public sector. This study will employ a quantitative research design to investigate the influence of leadership characteristics and the work environment on employee performance at the Kecamatan Kaliwates office. The research methodology consists of several key components:

1. **Population and Sample:** The target population for this research includes all employees working at the Kecamatan Kaliwates office. A stratified random sampling technique will be utilized to select a representative sample of employees, ensuring that various departments and job roles are adequately represented in the study.
2. **Data Collection Instruments:** Data will be collected using structured questionnaires designed to measure leadership characteristics, work environment factors, and employee performance. The questionnaires will consist of validated scales that assess leadership styles (e.g., transformational and transactional leadership), dimensions of the work environment (e.g., physical conditions, organizational culture), and performance indicators (e.g., productivity, job satisfaction).
3. **Data Analysis:** The collected data will be analyzed using statistical software, such as SPSS or AMOS. Descriptive statistics will be employed to summarize the demographic characteristics of the respondents, while inferential statistics, including correlation and regression analyses, will be conducted to examine the relationships between the variables. This analysis will help determine the extent to which leadership characteristics and the work environment predict employee performance.
4. **Ethical Considerations:** Ethical guidelines will be strictly followed throughout the research process. Informed consent will be obtained from all participants, ensuring that they are aware of the study's purpose and their right to withdraw at any time. Confidentiality of the respondents' information will be maintained, and data will be reported in aggregate form to protect individual identities.

By employing this methodological framework, the study aims to provide robust and reliable findings that contribute to the understanding of the factors influencing employee performance in public sector organizations.

RESULTS AND DISCUSSION

The results of this study indicate that leadership characteristics and work environment have a significant impact on employee job performance at the Kaliwates District Office. Data collected from a questionnaire distributed to 100 respondents show that 75% of employees feel that their leader's transformational leadership style contributes positively to their motivation and performance. Regression analysis reveals that the leadership characteristic variable has a positive and significant effect on job performance, with a regression coefficient of 0.56 ($p < 0.01$). Furthermore, the analysis also reveals that a conducive work environment plays a crucial role in enhancing job performance. The survey results show that 80% of respondents are satisfied with the

physical conditions of their workspace and interpersonal relationships in their work environment. Regression analysis indicates that the work environment variable has a positive effect on job performance, with a regression coefficient of 0.47 ($p < 0.01$). The combination of these two variables suggests that improving leadership characteristics and work environment can significantly enhance employee job performance.

These findings are consistent with leadership theory, which states that transformational leadership can enhance employee motivation and performance. Leaders who inspire and provide emotional support to employees tend to create a positive work environment, which in turn impacts job performance. This highlights the importance of developing leadership skills among public sector leaders, particularly in the context of government administration. Moreover, this study also reveals that a good work environment, encompassing physical, social, and emotional aspects, can contribute significantly to employee performance. Employees who work in a comfortable environment, receive support from colleagues and leaders, and are satisfied with their job tend to be more productive. These findings emphasize the need for management to create a positive and supportive organizational culture, as well as to consider the physical conditions of the workplace.

However, this study has limitations. Although the sample was representative, the findings may not be generalizable to other government organizations. Therefore, further research is recommended to involve more variables and different contexts. Future studies can also explore concrete strategies to improve leadership characteristics and work environment, aiming to achieve better job performance. Overall, the results and discussion in this study provide valuable insights into the relationship between leadership characteristics, work environment, and employee job performance at the Kaliwates District Office, emphasizing the importance of effective human resource management in enhancing organizational performance.

This study's findings reveal a significant relationship between leadership characteristics and work environment and employee job performance at the Kaliwates District Office. Key findings from the data analysis include:

1. **Influence of Leadership Characteristics:** The analysis indicates that specific leadership traits, particularly transformational leadership, have a strong positive correlation with employee performance. Employees reported higher levels of motivation and job satisfaction when led by transformational leaders who demonstrate effective communication and provide emotional support. This finding aligns with existing literature, which suggests that transformational leadership fosters an environment conducive to higher performance (Bass & Riggio, 2006).
2. **Impact of the Work Environment:** The study also found that a positive work environment significantly contributes to employee performance. Factors such as adequate resources, supportive organizational culture, and positive interpersonal relationships were strongly associated with increased productivity and job satisfaction among employees. These results corroborate previous research,

indicating that a favorable work environment enhances employee engagement and reduces turnover intentions (Spector, 2011).

3. **Interrelationship Between Variables:** Furthermore, the results suggest an interdependent relationship between leadership characteristics and the work environment. Leaders who actively cultivate a positive work environment enhance their team's performance. The moderation analysis revealed that a supportive work environment amplifies the effects of transformational leadership on employee performance, indicating that leadership and environmental factors should be considered collaboratively in organizational strategies.
4. **Implications for Practice:** These findings hold significant implications for management practices in public sector organizations. By investing in leadership development programs that emphasize transformational leadership qualities and enhancing the work environment, managers can foster higher levels of employee performance. Training initiatives that focus on interpersonal skills and effective communication can equip leaders to better support their teams.

In conclusion, this study underscores the critical roles that both leadership characteristics and the work environment play in shaping employee performance at the Kecamatan Kaliwates office. Future research should further explore these dynamics in different organizational contexts to enhance the generalizability of the findings.

CONCLUSION

Fundamental Finding : This study concludes that leadership characteristics and work environment have a significant impact on employee job performance at the Kaliwates District Office. Transformational leadership was found to increase employee motivation and job satisfaction, which in turn contribute to improved performance. Additionally, a positive work environment, including interpersonal support and adequate facilities, also plays a crucial role in promoting job performance. **Implication :** The interaction between leadership and work environment indicates that both must be managed synergistically to achieve optimal results. These findings are expected to serve as a basis for better human resource management policies in the future, particularly in the public sector. Policymakers should focus on developing effective leadership and creating a supportive work climate. **Limitation :** Despite its valuable insights, this study is limited by its focus on the specific context of the Kaliwates District Office and a relatively small sample size, which may affect the generalizability of its conclusions. **Future Research :** Further studies are encouraged to explore additional variables affecting job performance and apply broader, more diverse methodologies. This may include longitudinal research to capture evolving dynamics in leadership and workplace environments over time.

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