

## **THE INFLUENCE OF LEADERSHIP AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE: A CASE STUDY OF A PRIVATE UNIVERSITY IN JAKARTA**

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### **ABSTRACT**

In a higher education institution, the success or failure in the execution of duties and organization is influenced by leadership and supported by adequate organizational capacity. The weakness of leadership is one cause of the collapse of organizational performance. Leadership can be said as a way of a leader in directing, encouraging and organizing all elements within a group or organization to achieve the organizational goals so as to create employee performance in accordance with the expected target. In addition to leadership, an organization is also supported by employees who have a good performance so that company goals can be implemented. However, up to the present time there are still quite many leaders who do not fully implement their roles. This study was carried out in the form of a case study in a private university with quantitative method which employed questionnaires as the main instruments. The research was defined into three major aspects namely to know the influence of leadership on employees' performance, the influence of work environment on employees' performance, and the influence of leadership and work environment on employees' performance. This study involved 120 employees of a private university in Jakarta, with 5-15 year of working experience. So, the population in this study was assumed homogeneous. The research proved that there is a positive and significant influence of Leadership on Employee Performance.

**Keywords:** Leadership, employee performance, work environment, influence.