THE INFLUENCE OF LEADERSHIP AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE AT THE OFFICE OF THE DPRD SECRETARIAT OF UPATEN KAPUAS REGENCY

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Performance as embodiment behavior Work a employees shown as performance Work in accordance with its role in A organization in term time certain . This is to signify performance employee as determinant success as well as continuity life organization . In every organization , human is one of very important component in turn on organization This is . must supported with good performance too because without good performance , organization No will reach the purpose . To That Of course employee need satisfaction For can Work more diligent . To reach good performance , leadership and work environment greatly influence . In addition , job satisfaction is obtained employee become an important aspect , because can impact on its performance which is better good . Therefore that , research This aiming For know influence leadership, work environment and job satisfaction on employee performance . Population in study This is all over employees at the Kapuas Regency DPRD Secretariat Office totaling 60 people . Researchers use saturated sampling technique, meaning that all populations can be used as samples in this study . Data analysis in study This using the path analysis model , because existence intervening variables in the research model This . Research results This show that proven leadership and work environment in a way significant influential positive to job satisfaction. Leadership, work environment and satisfaction proven in a way significant influential positive to employee performance .

Keywords: Leadership , Work Environment, Job Satisfaction and Employee Performance.

1.   INTRODUCTION

Mangkunegara (2009) stated that that performance is results Work in a way quality and quantity achieved by a person employee in carry out his job in accordance with not quite enough the answer given to him. System evaluation performance for civil servants in general official set up in PP no. 10 of 1979 concerning evaluation implementation regular civil servant work called DP3 (Assessment List) Implementation Civil servant jobs) and when This has changed in accordance with PP No. 46 of 2011 concerning evaluation performance work (Seran et al. , 2020).

Evaluation performance Work Government employees in a way systemic emphasis on measurement level achievement Target Work Employee or level achievement results Work *(output)* that has been planned and agreed between Official Assessor with Civil Servants who are assessed as contract performance work (Khasanah , 2020). Evaluation the performance of the civil servant implemented using SKP or Employee Performance Targets which include includes : Orientation service , Integrity , Commitment , Discipline , Cooperation and Leadership (Chusminah & Haryati, 2019).

Factors that influence performance according to Siagian (2009) is compensation , environment work , culture organization , leadership and motivation work , discipline work , satisfaction work , communication and factors others . Good employee performance in a way direct will influence performance institutions and for repair performance employee Of course is a a tedious job time and a long process (Anjani, 2019). In addition to increase supervision and coaching are also carried out evaluation to level success performance that has been carried out by its employees through role a capable leader lead agency (Anasari & Suryani, 2015).

Based on description the above, then important For investigated in study This with title " Influence Leadership and the environment Work on Employee Performance with Job Satisfaction as an Intervening Variable at the DPRD Secretariat Office of Kapuas Regency , Central Kalimantan" . This study aims to analyze various factors that influence job satisfaction and employee performance at

the DPRD Secretariat Office of Kapuas Regency. Specifically, this study aims to determine the effect of leadership on job satisfaction, as well as the effect of the work environment on job satisfaction in that environment. In addition, this study also focuses on the effect of leadership on employee performance and how the work environment affects their performance. The results of this study are expected to provide useful insights for human resource management in the institution, in order to improve employee satisfaction and performance as a whole. For know influence job satisfaction to employee performance at the DPRD Secretariat Office of Kapuas Regency ?

Literature Review

According to Veitzhal Rivai (2011) leadership is the ability of a leader to influence others by provoking the growth of positive feelings in the people he leads to achieve the desired goals. Meanwhile, according to Terry George R translated by Kartono & Kartini (2003) leadership is the activity of influencing people so that they like to try to achieve group goals. In addition, according to Miftah Thoha (2011) leadership is an activity to influence the behavior of others, or the art of influencing human behavior both individually and in groups. According to Wiyono (2011) several leadership indicators are as follows:

1. Analytical and decision making skills
2. Ability to motivate
3. Communication and listening skills
4. Ability to create a healthy work environment
5. Responsibility

According to Tyssen et al. (2013), the work environment is defined by space, physical layout, noise, tools, materials, and co-worker relationships and the quality of all of these have an important positive impact on the quality of work produced. Meanwhile, according to Budi W. Soetjipto (2008), the work environment is anything or elements that can directly or indirectly affect an organization or company that will have a good or bad impact on employee performance. In addition, according to Aditya et al. (2021) conditions, circumstances, situations and influences that surround and influence the development of the organization. Indicators environment work by Nitisemito (2003) namely as following :

1. Atmosphere Work
2. Connection with colleague Work
3. Availability facility Work

Whereas according to Sedarmayanti & Rahadian (2018) indicators - indicators environment Work that is as following :

1. Lighting / light in place Work
2. Circulation air in place Work
3. Noise in place Work
4. Smells no delicious in place Work
5. Security on site Work

According to Dessler (2010) performance is work achievement, namely the comparison between work results and established standards. Meanwhile, according to Sedarmayanti (2013) performance is a translation of performance which means the work results of a worker, a management process or an organization as a whole, where the work results must be able to be shown concretely and can be measured (compared to established standards). In addition, according to Mangkunegara (2009) the work results in terms of quality and quantity that an employee wants to achieve in carrying out his duties in accordance with the responsibilities given to him. Company performance is reflected by employee performance or in other words, performance is a concrete work result that can be observed and measured. Employee performance indicators according to Sedarmayanti (2013), state that:

1. Quality Work
2. Quantity Work
3. Not quite enough answer

4. Ability Cooperate
5. Initiative

Wiyono (2011) argues that satisfaction Work as a level positive and pleasant emotions individual . Satisfaction Work is a results estimation individual to work or experience positive and fun himself . While according to Wibowo (2013) satisfaction Work is attitude general to work someone who shows difference between amount awards received workers and their numbers believe should they accept .

Thinking/Conceptual Framework

Figure 3.1. Framework Conceptual
Influence Leadership and environment Work on Employee Performance

Based on Formulation problems and framework conceptual on together This delivered Hypothesis study This :

1. Leadership influential Significant to Satisfaction Work Office staff of the DPRD Secretariat of Kapuas Regency - Central Kalimantan
2. Environment Work influential Significant to Satisfaction Work Office staff of the DPRD Secretariat of Kapuas Regency - Central Kalimantan
3. Leadership influential Significant on the performance of the employees of the DPRD Secretariat Office of Kapuas Regency - Central Kalimantan
4. Environment Work influential Significant on the performance of the employees of the DPRD Secretariat Office of Kapuas Regency - Central Kalimantan
5. Satisfaction Work influential Significant on Employee Performance Office staff of the DPRD Secretariat of Kapuas Regency - Central Kalimantan

2. RESEARCH METHODS

Data Types

Following This there is a number of types of data, consisting of on :
a. Quantitative Data
Quantitative data is data that can be inputted to in scale measurement statistics . Facts and phenomena in this data No stated in Language natural , but in numeric .
b. Qualitative Data
Qualitative data is data that can be covers almost all non- numeric data . This data can use words to describe observed facts and phenomena .

Data source
a. Primary Data
Primary data is data collected by researchers Alone or himself itself . This is data that has not been Once collected previously , well with method certain or in the period time certain .
b. Secondary Data
Secondary data is data collected by someone else, isn't it researcher That itself . This data usually originate from other research conducted by institutions or organization such as BPS and others.

Population

According to Sugiyono (2019), a population is a group of individuals who have unique characteristics that are of concern in a study (observation) in the scope to be studied. Population in study This that is totaling 60 people. From civil servant employees at the Secretariat Office Kapuas Regency DPRD

Sample

According to Sugiyono (2019), a sample is a portion of the population members. Which taken is all population with use Saturated sampling technique , In study This, all population will The sample used was 60 people.

Data collection technique

Data collection techniques as following :

1. Interview Interview is technique data collection carried out through look at face and ask answer direct between researcher with resource person . In this case This is the data obtained with do interview with a number of civil servant employees at the DPRD Secretariat Office of Kapuas Regency .

2. Questionnaire *(questionnaire)* is technique data collection carried out with method give a set question or statement to Respondent For answered . According to Ghozali (2005) the scale that is often used used in compilation *Questionnaire* is scale Likert , namely a scale containing five levels reference answer with choice as following .

Data Analysis Techniques

The data obtained from the results of filling out the questionnaire will be analyzed using a formula that is in accordance with the research approach. Researchers conducted data analysis testing using the SPSS version 25.0 program.

Location and Schedule Study

This research was conducted at: The Secretariat Office of the DPRD of Kapuas Regency , Central Kalimantan. research was conducted in April 2021 – July 2021

3.   Result And Discussion

Validity

No.	Variables	R_{count}	R_{table}	Status
1.	Leadership (X1)	0.501 0.734 0.663 0.720 0.619	0.210	Valid
2.	Environment Work (X2)	0.588 0.582 0.647 0.747 0.567	0.210	Valid
3.	Job Satisfaction (Z)	0.653 0.818 0.467 0.653 0.582	0.210	Valid
4 .	Employee Performance (Y)	0.705 0.748 0.793 0.641 0.582	0.210	Valid

Source : Data processed by SPSS 25.0

Based on the results table processing of the above data all variable that is Leadership (X1), environment work (X2), Job Satisfaction (Z) and performance employee (Y), shows that all over *Pearson correlation* has mark more big from r $_{table}$, it means all over statement the are valid. All statement the can made into tool valid measure in analysis next .

Reliability

Variables	Cronbach's Alpha	Criteria	Conclusion
Leadership	.660	0.6	Reliable
Environment Work	.610	0.6	Reliable
Job satisfaction	.643	0.6	Reliable
Employee Performance	.734	0.6	Reliable

Source : Data processed by SPSS 25.0

From the table above can known that all over variable own *Cronbach's Alpha > 0.60.* With thus variable Leadership , Environment Work , Job Satisfaction and Employee Performance can it is said reliable and the proposed instrument in study This worthy made into tool data collection .

Assumption Test Classic
Structural Model 1
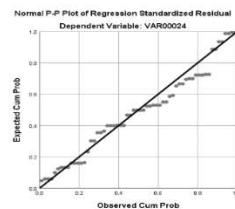**Normality Test with Chart P-Plot**

Figure 5.1. P-Plot Graph

Based on the image above, it is known that the data is spread around the diagonal line and following diagonal line direction or chart histogram show pattern normal distribution , then the regression model fulfil assumption normality .
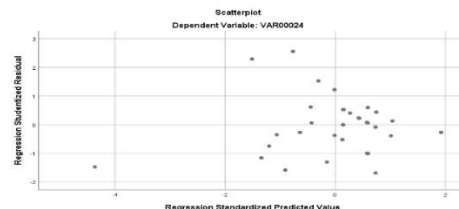
Heteroscedasticity Test

Figure 5.2. Analysis Results Heteroscedasticity

From the graph *scatterplot* in figure 4.5 above , it can be seen that No There is clear pattern , as well as dot , dot , dot spread in a way random above or below the number 0 on the Y axis . This is can concluded that No happen heteroscedasticity in regression models in study This .

Test Multicollinearity

Table 5.10 Multicollinearity Test of Mode

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.591	2.302		1.560	.124		
	Discipline Work	.301	.101	.321	2.990	.004	.724	1.381
	Environment Work	.575	.123	.502	4.679	.000	.724	1.381

a. Dependent Variable: Satisfaction Work

Based on the table above , that all variable have mark tolerance above 0.10 and VIF value below 10. So that can concluded that the regression model in the study This No happen multicollinearity between variable free .

Structural Model 2
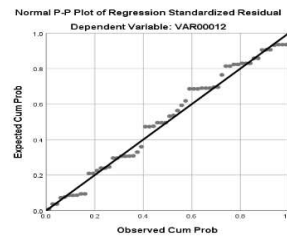**Normality Test with Chart P-Plot**

Figure 5.3. P-Plot Graph

Based on the image above , it is known that the data is spread around the diagonal line and following diagonal line direction or chart histogram show pattern normal distribution , then the regression model fulfil assumption normality .
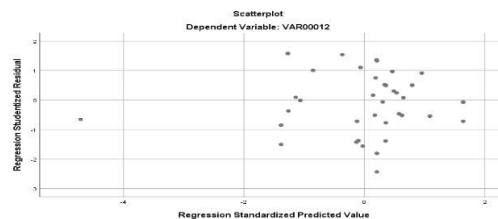
Heteroscedasticity Test

Figure 5.4. Analysis Results Heteroscedasticity

From the graph *scatterplot* in figure 4.5 above , it can be seen that No There is clear pattern , as well as dot , dot , dot spread in a way random above or below the number 0 on the Y axis . This is can concluded that No happen heteroscedasticity in regression models in study This .

Test Multicollinearity

Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.316	2.003		.158	.875		
	Discipline Work	.359	.092	.376	3.885	.000	.626	1.597
	Environment Work	.305	.123	.262	2.481	.016	.523	1.911
	Satisfaction Work	.327	.113	.322	2.901	.005	.476	2.103

a. Dependent Variable: Employee Performance

Based on the table above , that all variable have mark tolerance above 0.10 and VIF value below 10. So that can concluded that the regression model in the study This No happen multicollinearity between variable free .

Path Analysis (*Path) Analysis*)

For test influence intervening variables used method analysis Path analysis track is expansion from analysis multiple linear regression , or analysis track is use analysis regression For estimate connection causality (causal model) between variables that have been set previously based on theory (Ghozali , 2005). Analysis path in research This can depicted as following :

a. Analysis influence leadership and environment Work to satisfaction Work

According to Ghozali (2005) coefficient track use *standardized* coefficient regression . Analysis results regression influence discipline work and environment Work to satisfaction Work can seen in the table under This :

Simultaneous Test Results Satisfaction Work

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.724 [a]	.524	.508	1.89361

a. Predictors: (Constant), leadership , environment Work

Source : Processed primary data , 2021

Table 5.12 show The R^2 (R Square) value is 0.524. The R^2 value This used in calculation mark Variants variable satisfaction work that is not explained by leadership and environment Work .

Regression Analysis of Satisfaction Work

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,591	2.302		1,560	.124
	Leadership	.301	.101	.321	2,990	.004
	Environment Work	.575	.123	.502	4,679	.000

a. Dependent Variable: Satisfaction

Source : Processed primary data , 2021

Based on table 5.13 can known equality regression as following :

$$Z = b_1 X_1 + b_2 X_2 + e$$
$$Z = 0.321 X_1 + 0.502 X_2 + e$$

Equality the show that :

a. Every happen improvement quality leadership , will followed improvement satisfaction Work as big as 0.321.

b. Increasing quality environment work , will followed improvement satisfaction Work as big as 0.502.

So that from equation (1) can known that If leadership increase so satisfaction Work will increase. As well as environment work , if environment Work increase so satisfaction work will also follow increase .

b. Analysis influence leadership , environment work and satisfaction Work to performance employee

Analysis results regression influence leadership , environment work and satisfaction Work to performance employee can seen in table 4.19 below :

Results of Simultaneous Employee Performance Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.820 [a]	.672	.654	1.61358

. Predictors: (Constant), Leadership , Environment Work , Satisfaction Work

Source : Processed primary data , 2021

Table 5.14 show The R^2 (R Square) value is 0.672. The R^2 value This used in calculation mark Variants variable performance that is not explained by leadership, environment work and satisfaction Work.

Employee Performance Regression Analysis

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.316	2.003		.158	.875
	Leadership	.359	.092	.376	3.885	.000
	Environment Work	.305	.123	.262	2.481	.016
	Satisfaction Work	.327	.113	.322	2.901	.005

a. Dependent Variable: Employee Performance

Source : Processed primary data , 2021

Based on table 5.15 can known equality the regression as following :

$Y = b_1 X_1 + b_2 X_2 + b_3 Z + e$
$Y = 0.376 X_1 + 0.262 X_2 + 0.322 Z + e$

Equality the show that :

a. Every happen increase leadership , will followed with increase performance employee of 0.376.
b. Every happen increase environment work , will followed increase performance employee as big as 0.262.
c. Every happen increase satisfaction work , will followed increase performance employee as big as 0.322.

Testing Hypothesis
Influence Direct (*Direct Effect* or DE)

a. Influence variable Leadership on Performance Employee

$X_1 \longrightarrow Y = \rho z x_1 = 0.376$

Coefficient value track Leadership to performance employee in a way direct is of 0.376 and significance at 0.000 which means Hypothesis 1 can accepted Because mark coefficient track positive (0.376) and value significance more small from 0.05 (0.000 < 0.05). This is means that hypothesis which states that there is a positive and significant influence from leadership to performance Employees at the Kapuas Regency DPRD Secretariat Office can be accepted .

b. Influence variable Leadership to Satisfaction Work

$X_1 \longrightarrow Z = \rho z x_1 = 0.321$

Coefficient value track leadership to satisfaction Work employee in a way direct is of 0.321 and significance at 0.004 which means Hypothesis 2 can accepted Because mark coefficient track positive (0.321) and value significance more small of 0.05 (0.004 < 0.05). This is means that hypothesis which states that there is a positive and significant influence from from leadership to satisfaction Work Employees at the Kapuas Regency DPRD Secretariat Office can be accepted .

c. Influence variable Environment Work on Employee Performance

$X_2 \longrightarrow Y = \rho y x_2 = 0.262$

Coefficient value track environment Work to performance employee in a way direct is of 0.262 and significance at 0.016 which means Hypothesis 3 can accepted Because mark coefficient track positive (0.262) and value significance more small from 0.05 (0.016 < 0.05). This is means that hypothesis which states that there is a positive and significant influence from from environment Work to performance Employees at the Kapuas Regency DPRD Secretariat Office can be accepted .

d. Influence variable Environment Work to Satisfaction Work

$X_2 \longrightarrow Z = \rho z x_2 = 0.502$

Coefficient value track environment Work to satisfaction Work in a way direct is of 0.502 and significance at 0.000 which means Hypothesis 4 can accepted Because mark coefficient track positive (0.502) and value significance more small from 0.05 (0.000 < 0.05). This is means that hypothesis which states that there is a positive and significant influence from from environment Work to satisfaction work at the Kapuas Regency DPRD Secretariat Office is acceptable .

e. Influence variable Satisfaction Work to Employee Performance

$Z \longrightarrow Y = \rho y z = 0.322$

Coefficient value track satisfaction Work employee to performance employee is of 0.322 with significance of 0.005 which means Hypothesis 5 can accepted Because mark significance more small from 0.05 (0.005 < 0.05). This is means that hypothesis which states that there is a positive and significant influence from satisfaction Work employee to performance Employees at the Kapuas Regency DPRD Secretariat Office can be accepted .

Indirect Effect (*Indirect* Effect or IE)

a. Influence variable Leadership on Performance through Satisfaction Work

$X_1 \longrightarrow Z \longrightarrow Y = (\rho y x_1) \times (\rho y z) = (0.376 \times 0.322) = 0.121$

Influence value No direct obtained from mark coefficient path $\rho z x_1$ multiplied with mark coefficient path $\rho y x_1$ becomes (0.376 x 0.322) = 0.121. Multiplication result show that mark coefficient influential No directly $\{(\rho y x_1) \times (\rho y z)\}$ more small compared to mark coefficient

influence directly $\rho zx\ 1$, (0.121 < 0.321). This matter show that variable leadership can through the intervening variable is satisfaction Work in influence performance employee However mark coefficient without through satisfaction Work or in a way direct to performance employee more big .

b.   Influence variable environment Work to performance employee through satisfaction

$X_2 \longrightarrow Y_1 \longrightarrow Y_2 = (\rho yx\ 2)\ x\ (\rho yz) = (0.262\ x\ 0.322) = 0.084$

Influence value No direct obtained from mark coefficient path $\rho zx\ 2$ multiplied with mark coefficient path $\rho yx\ 1$ becomes (0.262 x 0.322) = 0.084. Multiplication result show that mark coefficient influential No directly $\{(\rho yx\ 2)\ x\ (\rho yz)\}$ more small compared to mark coefficient influence $\rho zx\ 2$, (0.084 < 0.502). Matter This show that variable environment Work can through the intervening variable is satisfaction Work in influence performance employee However mark coefficient without through satisfaction Work or in a way direct to performance employee more big .

2.   Total Influence

a.   Influence variable Leadership to performance through satisfaction Work

$X_1 \longrightarrow Z \longrightarrow Y = \rho yx\ 1 + \{(\rho yx\ 1)$

Total impact arising from leadership to performance employee that is of 0.497.

b.   Influence variable environment Work to performance through satisfaction Work

$X_2 \longrightarrow Z \longrightarrow Y = \rho yx\ 2 + \{(\rho yx\ 2)\ x\ (\rho yz)\} = (0.262 + 0.084) = 0.346.$

Total impact arising from environment Work to performance through satisfaction Work is of 0.346.

c.   Influence variable leadership to performance

$X \longrightarrow Y = \rho yx\ 1 = 0.376$

Total influence by variables leadership to performance is 0.376.

d.   Influence variable environment Work to performance

$X_2 \longrightarrow Y = \rho yx\ 2 = 0.262$

Total influence from variable environment Work to performance is 0.262.

e.   Influence variable satisfaction Work to performance

$Z \longrightarrow Y = \rho yz = 0.322$

Total influence from variable satisfaction Work to performance is 0.322.

Coefficient Determination

Coefficient determination (R^2) in essence measure how much Far model capabilities in to explain variation variable dependent .

Coefficient Determination with variable dependent Satisfaction Work

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.724 [a]	.524	.508	1.89361

. Predictors: (Constant), Leadership , Environment Work

Source : Processed primary data, 2021

Coefficient Determination with variable Performance dependent

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.820 [a]	.672	.654	1.61358

. Predictors: (Constant), Leadership , Environment Work , Satisfaction Work

Source : Processed primary data , 2021

Based on multiple linear analysis on tables 5.17 obtained coefficient determinant *Adjusted* R^2 of 0.524 on the variable bound satisfaction work . This is means percentage influence leadership and environment Work to satisfaction Work by 52.4%, while The remaining 47.6% is influenced by other variables . In the table 5.18 obtained coefficient determinant *Adjusted* R^2 of 0.672 for variable bound performance employee . This is means percentage influence leadership , environment work and satisfaction Work to performance employee by 67.2% while the remaining 32.8% influenced by other variables .

Discussion

1. Variables Leadership Influential Positive and Significant to Satisfaction Work at the Kapuas Regency DPRD Secretariat Office

   Research result This show that the leadership variable influential positive in a way significant to satisfaction Work employee at the Kapuas Regency DPRD Secretariat Office . Statement the proven based on results calculation show that t- test level on variables leadership of (2.990) > 0.670 at the level 5% significance . Indicates that t- count > t- table so that can concluded that H0 is rejected and Ha is accepted with the meaning that leadership influential in a way significant to satisfaction Work .

2. Variables Environment Work Influential Positive and Significant to Satisfaction Work at the Kapuas Regency DPRD Secretariat Office

   Research result This show that environmental variables Work influential positive in a way significant to satisfaction Work employee at the Kapuas Regency DPRD Secretariat Office . Statement the proven based on results calculation show that t- test level on variables environment Work of (4.679) > 0.670 at the level 5% significance . Indicates that t- count > t- table so that can concluded that H0 is rejected and Ha is accepted with the meaning that environment Work influential in a way significant to satisfaction Work .

3. Variables Leadership Influential Positive and Significant on Employee Performance at the Kapuas Regency DPRD Secretariat Office

   Research result This show that the leadership variable influential positive in a way significant to performance employee at the Kapuas Regency DPRD Secretariat Office . Statement the proven based on results calculation show that t- test level on variables leadership of (3.885) > 0.670 at the level 5% significance . Indicates that t- count > t- table so that can concluded that H0 is rejected and Ha is accepted with the meaning that leadership influential in a way significant to performance employee .

4. Variables Environment Work Influential Positive and Significant on Employee Performance at the Kapuas Regency DPRD Secretariat Office

   Research result This show that environmental variables Work influential positive in a way significant to performance employee at the Kapuas Regency DPRD Secretariat Office. Statement the proven based on results calculation show that t- test level on variables environment Work of (2.481) > 0.670 at the level 5% significance . Indicates that t- count > t- table so that can concluded that H0 is rejected and Ha is accepted with the meaning that environment Work influential in a way significant to performance employee .

5. Variables Satisfaction Work Influential Positive and Significant on Employee Performance at the Kapuas Regency DPRD Secretariat Office

   Research result This show that the job satisfaction variable influential positive in a way significant to performance employee at the Kapuas Regency DPRD Secretariat Office. Statement the proven based on results calculation show that t- test level on variables job satisfaction of (3.901) < 0.670 at the level 5% significance . Indicates that t- count > t- table so that can concluded that H0 is rejected and Ha is accepted with the meaning that job satisfaction influential in a way significant to performance employee .

4.   Conclusion

Based on results calculations and discussions that have been done in chapter previously , then conclusion in study This can concluded as following : Variable leadership influential positive in a way significant to employee job satisfaction at the Kapuas Regency DPRD Secretariat Office. Variable Work environment influential positive in a way significant on job satisfaction employees at the Kapuas Regency DPRD Secretariat Office. Variable leadership influential positive in a way significant to performance of employees at the Kapuas Regency DPRD Secretariat Office. Variable Work environment influential positive in a way significant on employee performance employees at the Kapuas Regency DPRD Secretariat Office. Variable Job satisfaction influential positive in a way significant on employee performance employees at the Kapuas Regency DPRD Secretariat Office. Job

satisfaction variables are able to mediate the influence of leadership on employee performance at the Kapuas Regency DPRD Secretariat Office. Job satisfaction variables are able to mediate the influence of the work environment on employee performance at the Kapuas Regency DPRD Secretariat Office. Based on the calculation results and conclusions, we can provide several suggestions as follows: In the leadership variable, information was obtained based on the results of respondents' responses to statements that discussed leadership. Personality " A Leader must own ability in matter taking decision ", obtained the highest frequency result of 56.7% stating that they agree/strongly agree with the statement and the leadership variable was proven to be able to make an increase in the employee job satisfaction variable better at the Kapuas Regency DPRD Secretariat Office. In relation to the above, the office should pay attention to and consider leadership as a basis for making policies and decisions for strategic interests at the Kapuas Regency DPRD Secretariat Office. In the work environment variable, information was obtained based on the results of respondents' responses to statements that stated, Connection with Co -workers " I have relationship that can it is said work The same with all co - workers " , obtained the highest frequency result of 68.3% stating that they agreed/strongly agreed with the statement and the work environment variable was proven to be able to improve employee performance variables at the Kapuas Regency DPRD Secretariat Office. In relation to the above, the office should pay attention to and consider the work environment as a basis for making policies and decisions for strategic interests at the Kapuas Regency DPRD Secretariat Office.

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