# The Influence of Leadership Style, Work Environment, Work Compensation and Motivation on the Performance of Employees Inspectorate Kerinci

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**Abstract**
*This study aims to determine and analyze pengender leadership style, work environment, compensation, and motivation both partially and collectively on the performance of the Inspectorate of Kerinci Regency. The sample in this study were employees of the Inspectorate of Kerinci Regency, amounting to 47 people. The sampling technique is a census technique because the number of employees is only 47 people. The type of data used is primary data, the data collection method uses a questionnaire with a Likert scale. Test the research instrument for validity and reliability. The data analysis technique consists of data description test, classical assumption test, path analysis and hypothesis testing. The results of the study found that leadership style, work environment, compensation, and motivation both had a significant effect on the performance of the Inspectorate of Kerinci Regency partially or collectively.This study provides suggestions that to improve employee performance, then the leadership In order to pay attention to the comfort of employees at work, better support and infrastructure is needed, it is necessary to provide rewards that can motivate employee work.*
**Keywords: performance, leadership style, work environment, compensation, and motivation**

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## I.     Preliminary

Human resources are very important in government agencies, because they play an important role in shaping and achieving agency goals, so that human resources deserve fair and fair treatment. A sense of injustice among employees which affects performance. This can be seen from the decline in the ability, quality and quantity of work and employee discipline.

This is due to, among others, employee competence that has not been maximized, lack of motivation, employee needs and job satisfaction. Therefore, it is hoped that agency leaders must be responsive and pay attention to these three factors so that employee performance remains optimal. The leadership of the institution always wants to expect that its employees can work with enthusiasm and passion for work and have high loyalty, for this we need optimal and quality employee performance, so that the goals of the institution can be achieved. The reality in the field is that there is still a lack of relationship between leaders and subordinates, working conditions, compensation and weak motivation of employees, so that the achievement of work results is not optimal.

Performance is work that is done more actively so that work can be expected to be faster and better. Employee performance is influenced by several factors such as leadership, motivation, placement, communication, human relations, compensation, occupational health and safety (Alex, 2016: 72). The factor that can affect job satisfaction is leadership (Bernadine, 2016), where leadership as a process of influencing others to get an effective job and plays a role in causing employee job satisfaction. In addition to leadership factors, financial compensation also has a strong influence on job satisfaction, productivity, employee turnover and other processes in the organization (Simamora, 2016: 121).

The Inspectorate of Kerinci Regency is one of the regional technical institutions, which acts as an internal supervisor and has the authority to provide guidance to Regional Apparatus in the Kerinci Regency area, and functions as an institution that provides input to the Regional Head. Because of its position as assistant to the top management (top management), the Inspectorate has clear areas in carrying out guidance and supervision.

However, during the last three years, the performance of employees at the Inspectorate of Kerinci Regency has decreased.This condition can be seen in Table 1.Table 1 shows the realization of the performance reports of the Kerinci Regency Inspectorate employees from 2017-2019. On average, of the 8 performance indicators assessed by the realization of employee performance in this Inspectorate, it continues to decline. In 2017, on average, the realization of employee performance achievements reached 98%. In 2018 it fell to 97%

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and continued to fall in 2019 to 96%. This condition indicates that there has been a decline in the performance of the Kerinci Regency Inspectorate employees.

**Table 1**
**Kerinci District Inspectorate Program Performance Report**

| No. | Performance Indicators | Realization (%) | | |
|---|---|---|---|---|
| | | 2017 | 2018 | 2019 |
| 1 | Total periodic Internal Supervision of all DPOs and Schools | 99 | 98 | 98 |
| 2 | Number of Community Complaint Handling | 99 | 97 | 96 |
| 3 | Total Inventory of Supervision Findings | 98 | 97 | 96 |
| 4 | Number of Periodic Evaluations of Monitoring Findings | 99 | 97 | 95 |
| 5 | Total SAKIP Evaluations for all OPDs | 98 | 99 | 98 |
| 6 | Implementation of Local Government PPK Action Monitoring Reports | 98 | 97 | 96 |
| 7 | Number of Follow-up on Findings of APIP Supervision | 98 | 97 | 96 |
| 8 | Total Performance Accountability Monitoring and Assessment Training | 98 | 97 | 96 |
| | Average | 98 | 97 | 96 |

Source: Lakip Inspectorate of Kerinci Regency 2017-2019

This decrease was due to the many problems faced by employees. This problem is suspected by problems of leadership style, work environment, compensation and work motivation.Timpe (2010: 82) also reveals that performance is the level of achievement of a person or employee in an organization or company that can increase productivity. There are two factors that can affect employee performance, namely internal factors and external factors. Internal factors are factors related to a person's characteristics, including attitudes, personality traits, physical characteristics, desire or motivation, age, gender, education, work experience, cultural background and other personal variables. External factors are factors that affect employee performance that come from the environment, leadership, actions of colleagues, types of training and supervision, the wage system and the social environment.

## II. Method

The population in this study is allthe Inspectorate of Kerinci Regency as many as 47 people.The research sample is a part of the population that is selected and is representative of that population (A. Muri, 2015: 150). Meanwhile, according to Sugiyono (2017: 120) the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusion will be applicable to the population. The sampling technique used was total sampling technique (whole sample), t*total sampling*is a sampling technique where the number of samples is the same as the population (Sugiyono, 2007). The reason for taking the total sampling is because according to Sugiyono (2007) the total population is less than 100, the entire population is used as the research sample.Because the population in this study was less than 100, the sample used was the entire population. So, the sample in this study is the same as the population that is the wholeKerinci Regency Inspectorate employees, amounting to 47 people.

Hypothesis testing in this study uses multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With the multiple regression equation model as follows:

$$Y = a + b1\ X1 + b2\ X2 + b3\ X3 + b4\ X4 + e \ ................................. (1)$$

**Where:**
Y = Employee Performance
a = Intercept constant
X1 = Leadership Style
X2 = Work Environment
X3 = Compensation
X4 = Work Motivation
b1,,… b4 = Regression Coefficient
e = Error Term

## III. Research Result

**Normality test**

The author used this normality test to test the normality of the regression model. Tests were carried out using the Kolmogrov-Smirnov test for each variable. The regression model is normally distributed if the sign value. Kolmogrov-smirnov each variable is greater than $\alpha = 0.05$. The results of the normality test can be seen in the table below:

**Table 2**
Normality Test Results
**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|---|---|---|
| N | | 47 |
| Normal Parametersa, b | Mean | , 0000000 |
| | Std. Deviation | 1.26363897 |
| Most Extreme Differences | Absolute | , 081 |
| | Positive | , 061 |
| | Negative | -, 081 |
| Statistical Test | | , 081 |
| Asymp. Sig. (2-tailed) | | **0.200** |

a. Test distribution is Normal.
b. Calculated from data.
Source: IBM SPSS 24.0, 2019 output results.

From the table above which is the Normality Test, it can be seen that in the regression model, confounding or residual variables have a normal distribution. This can be seen from the results of the Asymp value. Sig. (2-tailed) = 0.200> 0.05.
So it is concluded that the variables for leadership style, work environment, compensation and motivation, motivation and performance are normally distributed.

**Linearity Test**
Meanwhile, linearity testing using the PP Plot Graph can be seen in the image below:
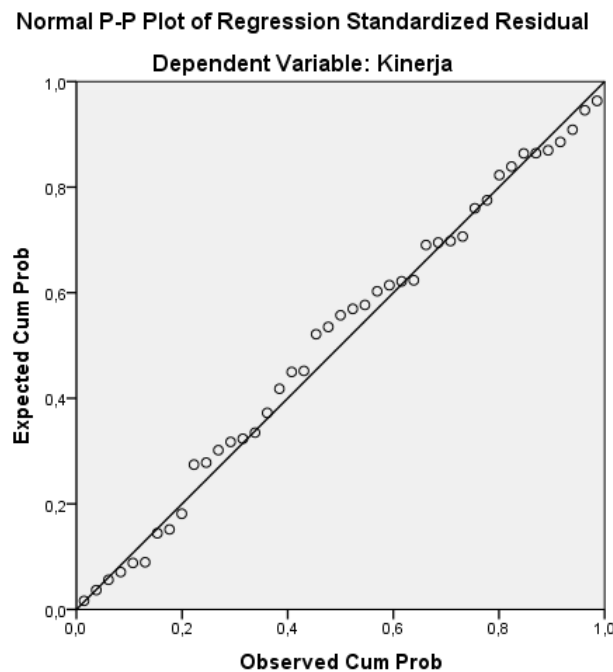


**Picture 1.** Linearity Test Results - PP Plot Graph
**Source:** Output results IBM SPSS 24.0, 2019.

From the above, it can be seen that the P-Plot Normal output points are Normal. Then this linearity test states that the model specifications used are correct. And the regression equation function used is linear.

**Multicollinearity Test**
The multicollinearity test aims to test whether the regression model finds any correlation between the independent (independent) variables. A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, these variables are not orthogunal. Orthogunal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2011). Multicollinearity can be seen from the tolerance and Variance Inflation Factor (VIF), which can be seen in Table 3.

**Table 3**
Multicolonearity Test Result
**Coefficientsa**

| Model | | Collinearity Statistics | |
|---|---|---|---|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Leadership Style | 0.816 | 1,225 |
| | Work environment | 0.935 | 1,069 |
| | Compensation | 0.807 | 1,239 |
| | Motivation | 0.932 | 1,073 |

a. Dependent Variable: Performance
Source: IBM SPSS 24.0, 2019 output results.

Multicolonierity test is a way to detect the presence or absence of multicolonierity in the regression model through the value of tolerence and variance inflation factor (VIF). The cut-off value that is commonly used to indicate the presence of multicolonierity is a tolerence value ≥ 0.10 or equal to a VIF value ≥ 1.0.
From table 4.12 above it is obtained:
a.      Leadership Style Variable (X1), Value tolerance = 0.816; and VIF = 1,225. So it can be concluded that this variable does not occur multicolonierity.
b.      Work Environment Variable (X2), tolerance value = 0.935; and VIF = 1.069. So it can be concluded that this variable does not occur multicolonierity.
c.      Compensation Variable (X3), tolerance value = 0.807; and VIF = 1.239. So it can be concluded that this variable does not occur multicolonierity.
d.      Motivation Variable (X4), Value tolerance = 0.932; and VIF = 1.073. So it can be concluded that this variable does not occur multicolonierity.

**Heteroscedasticity Test**
The heteroscedasticity test aims to test whether in the regression model there is an inequality of variants from one observation to another (Ghozali, 2011). The way to detect it is to see whether there is a certain pattern on the Scatterplot chart between SRESID and ZPRED, where the Y axis is the predicted Y, and the X-axis is the residual (Y prediction - Y actually) that has been studentized (Ghozali, 2011). The heteroscedasticity test produces a scatterplot pattern graph as shown in the following figure:

**Figure 1** Heteroscedasticity Test Results - Scatterplot Graph
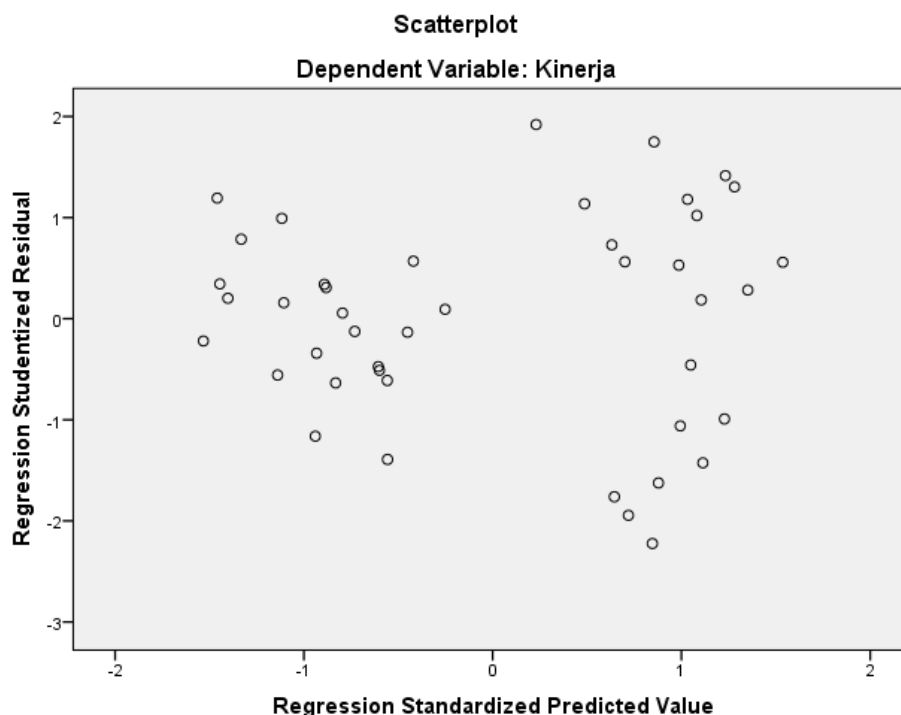


Source: Primary Data, Processed with IBM SPSS 24, 2019.

From the image above, namely the Scatterplots output, it is known that:
a.    The points of the spread above and below or around zero.
b.    The dots don't clump just above or below.
c.    The spread of data points does not form a wavy pattern that widens then narrows and widened again.
d.    The distribution of data points is not patterned.
Thus the authors conclude that there is no heteroscedasiticity problem, so this regression model qualifies as a good and ideal model.

**Multiple Regression Analysis**

This analysis is used to determine the influence of the independent variables, namely leadership style, work environment, compensation and motivation and motivation to the dependent variable, namely performance. The amount of influence of the independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the SPSS for Windows Ver program. 24.0, obtained the following regression results:

**Table 4**
Result of R Square
**Model Summary b**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | 0.944a | 0.890 | 0.879 | 1.32848 |

a. Predictors: (Constant), Motivation, Leadership Style, Work Environment, Compensation
b. Dependent Variable: Performance
Source: Primary Data, Processed with IBM SPSS 24, 2019.

**Table 5**
F Test Results
**ANOVAa**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 544,051 | 4 | 136,013 | 77,067 | , 000b |
| | Residual | 67,065 | 38 | 1,765 | | |
| | Total | 611,116 | 42 | | | |

a. Dependent Variable: Performance
b. Predictors: (Constant), Motivation, Leadership Style, Work Environment, Compensation
Source: Primary Data, Processed with IBM SPSS 24, 2019.

**Table 6**
T test results
**Coefficientsa**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 8,377 | 5,991 | | 1,398 | 0.170 |
| | Leadership Style | , 782 | 0.050 | 0.930 | 15,633 | 0,000 |
| | Work environment | 0.121 | 0.055 | 0.122 | 3,192 | 0.045 |
| | Compensation | 0.057 | 0.022 | 0.039 | 3,651 | 0.019 |
| | Motivation | 0.189 | 0.075 | 0.140 | 3,520 | 0.016 |

a. Dependent Variable: Performance
Source: Primary Data, Processed with IBM SPSS 24, 2019.

Based on table 4, table 5 and table 6, a recap table can be made for the results of the regression coefficient value, t count, significance value, Fcount value, and R Square ($R^2$) value. The results can be seen in the following table:

**Table 7**
Recap of Multiple Regression Analysis Test Results

| Variable | Koef. Regression | Don't count | Sig. |
|---|---|---|---|
| Constant | 8, 377 | | |
| X1 | 0.780 | 15,633 | 0,000 |
| X2 | 0.121 | 3,192 | 0.045 |
| X3 | 0.057 | 3,651 | 0.019 |
| X4 | 0.189 | 3,520 | 0.016 |
| F count = 77.067 | Sig. .000b | | |
| R2 = 0,890 | | | |

Source: Primary data, compiled by the author, 2019.

From the table above, the regression equation model for the influence of leadership style, compensation and motivation on employee performance is as follows:

*Y = 8.377 + 0.708 X1 + 0.121 X2 + 0.057 X3 + 0.189 X4 + e* ...... (2)

From the regression equation above, it can be interpreted as follows:

1.      The constant value is 8.377, which means that without the influence of leadership style, work environment, compensation and motivation and motivation, there is an existing performance of 8.377%.

2.      The value of the leadership style regression coefficient is 0.708, which means that for each increase in one unit of leadership style, the employee's performance increases by 70.8%.

3.      The regression coefficient value for the work environment is 0.121, meaning that for each increase in one work environment unit, the employee's performance increases by 12.1%.

4.      The value of the compensation regression coefficient is 0.057, which means that for each increase in one unit of compensation, the employee's performance increases by 5.7%.

5.      The value of the motivation regression coefficient is 0.189, which means that for each increase of one motivation unit, the employee's performance increases by 18.9%.

**Statistic test**
**Simultaneous Test (Test F)**
        The F test (model feasibility) is intended to determine the effect of the independent variables (leadership style, work environment, compensation and motivation and motivation) simultaneously (jointly) on the dependent variable (performance).

        From the ANOVA test table 4.18, it is obtained that the Fcount value is 77.067 with a significance probability of 0.000. The probability of significance is less than 0.05. With df = n - (k - 1) = 47 - (4-1) = 44, it is obtained Ftable of 2.82, then F count> F table or 77.067> 2.82 with a significance level of 0.000 or α 0.05, consequently Ho rejected and Ha accepted. variable leadership style, work environment, compensation and motivation and motivation together have a significant effect on the performance of the Kerinci Inspectorate employees, it can be concluded that the fifth hypothesis (H5) which reads "leadership style, work environment, compensation and motivation and motivation together. -the same significant effect on the performance of the Inspectorate of Kerinci Regency is accepted, then the fifth hypothesis (H5) can be accepted.

**T test**
The t test (t-test) is intended to determine the partial (individual) effect of leadership style, work environment, compensation and motivation and motivation on employee performance. The results of the t test calculation can be seen in the previous 4:18 table.

From table 4:18 the tcount value obtained the calculation results:

1.      The leadership style variable is tcount = 15.633 with a significance probability of 0.000 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 15,633> ttable 2,876, consequently Ho is rejected and Ha is accepted. The leadership style variable has a significant effect on employee performance, it can be concluded that the hypothesis (H1) which states that leadership style partially has a significant effect on the performance of the Kerinci Inspectorate Employees is accepted, so the first hypothesis (H1) is accepted.

2.      The work environment variable is tcount = 3.192 with a significance probability of 0.035 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 3,192> ttable 2,876, consequently Ho is rejected and Ha is accepted. The work environment variable has a significant effect on employee performance, it can be concluded that the hypothesis (H2) which reads the working environment partially has a significant effect on the performance of the Kerinci Inspectorate Employees is accepted, so the second hypothesis (H2) is accepted.

3.      The compensation variable is tcount = 3.651 with a significance probability of 0.019 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 3.651> ttable 2.876, consequently Ho is rejected and Ha is accepted. Compensation variables have a significant effect on employee performance, it can be concluded that the hypothesis (H3) which reads partial compensation has a significant effect on the performance of the Kerinci Regency Inspectorate Employees is accepted, thus the third hypothesis (H3) is accepted.

4.      The motivation variable is tcount = 3.520 with a significance probability of 0.016 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 3.520> ttable 2.876, consequently Ho is rejected and Ha is accepted. Motivation variable has a significant effect on employee performance, it can be concluded that the hypothesis (H4) which states that partially motivation has a significant effect on the performance of the Inspectorate of Kerinci Regency is accepted, so the fourth hypothesis (H4) is accepted.

**Determination Coefficient Testing (R2)**
        Analysis of the coefficient of determination for leadership style, work environment, compensation and motivation and motivation for employee performance was carried out using the SPSS program *for windows* 24.0 with the SPSS output form as stated below:

**Table 8**
Result of R Square
**Model Summary b**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | 0.944a | 0890 | 0.879 | 1.3285 |

a. Predictors: (Constant), Motivation, Leadership Style, Work Environment, Compensation
b. Dependent Variable: Performance
Source: Primary data, processed with IBM SPSS 24, 2019.

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or Adjusted R Square is 0.890, which means that 89.00% of the variation of all independent variables (leadership style, work environment, compensation and motivation and motivation) can explain the dependent variable (employee performance). , while the remaining 11.00% is explained by other variables not examined in this study.

# IV.    Discussion
**The Influence of Leadership Style on Employee Performance at the Inspectorate of Kerinci Regency.**
The results of this study indicate that the leadership style has a significant positive effect on the performance of the Inspectorate of Kerinci Regency. This indicates that the leadership style determines the performance of the Kerinci Regency Inspectorate employees. This means that the better the leadership style in the agency, it will improve employee performance due to the establishment of good relationships between superiors and subordinates.
From the results of this study, it appears that the leadership style variable has a coefficient of 0.782, which means that the leadership style has a large influence. This indicates that the leadership style can play a role in improving employee performance. If the performance of employees at the Inspectorate of Kerinci Regency wants to improve, it must create a good leadership style between superiors and subordinates in the agency.
This is in line with the opinion of Riyadi, (2011), Krisna (2015), Andrew (2016) leadership style affects the performance of employees or employees.

**Effect of Work Environment on employee performance at the Inspectorate of Kerinci Regency.**
The results of this study indicate that the work environment has a significant positive effect on the performance of the Inspectorate of Kerinci Regency. This indicates that the work environment of employees determines the performance of the Inspectorate of Kerinci Regency. This means that the better and better the work environment for employees in the agency will increase employee performance.
From the results of this study, it appears that the work environment variable has a coefficient of 0.121, which means that the work environment has a big influence. This indicates that a good and good work environment can play a role in improving employee performance. If the performance of employees at the Inspectorate of Kerinci Regency wants to improve, it must create a good and good employee work environment at the agency.
This is in line with opinion Anak (2012), Deni (2017), Eka (2014), and Fariz (2013) who concluded that the work environment has an effect on performance.

**Effect of Compensation on Employee Performance at the Inspectorate of Kerinci Regency.**
The results of this study indicate that compensation has a significant positive effect on the performance of the Inspectorate of Kerinci Regency. This indicates that compensation determines the performance of employees at the Inspectorate of Kerinci Regency. This means that the better the compensation given to employees, the better the employee's performance.
From the results of this study, it can be seen that the compensation variable has a coefficient of 0.527, which means that compensation has a large enough influence on other variables. This indicates that compensation can play a role in improving employee performance. If the performance of the Inspectorate of Kerinci Regency wants to improve, then it must increase and create increased compensation so that performance can be even better.
This is in accordance with the opinion of Andrew (2016), Anak (2012), I Made (2016), Slamet (2011), which states that compensation has an effect on performance.

**The Influence of Motivation on Employee Performance in the Inspectorate of Kerinci Regency.**
The results of this study indicate that motivation has a significant positive effect on the performance of the Inspectorate of Kerinci Regency. This indicates that motivation determines the performance of employees at the Inspectorate of Kerinci Regency. This means that the better employee motivation, the better employee performance will be.

From the results of this study, it can be seen that the motivation variable has a coefficient of 0.189, which means that compensation has a large enough influence on other variables. This indicates that motivation can play a role in improving employee performance. If the performance of the Inspectorate of Kerinci Regency wants to increase, then the motivation of the employees must increase so that the performance can be even better.

This is in accordance with the opinion of Andrew (2016), Anak (2012), I Made (2016), Slamet (2011), which states that motivation affects performance.

**The influence of leadership style, work environment, compensation and motivation and motivation on employee performance in the Inspectorate of Kerinci Regency.**

The results of this study indicate that leadership style, work environment, compensation and motivation together have a significant influence on the performance of the Inspectorate of Kerinci Regency employees. This indicates that the leadership style, work environment, compensation and motivation determine the performance of the Kerinci District Inspectorate employees.

This is in accordance with the opinion of Andrew (2016), Anak (2012), I Made (2016), Slamet (2011), which states that leadership style, work environment, compensation and motivation affect performance.

# V. Conclusion

Based on the results of testing and discussion of the hypotheses described in previous chapters, several conclusions can be drawn as follows:

1. The leadership style variable is tcount = 15.633 with a significance probability of 0.000 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 15,633> ttable 2,876, consequently Ho is rejected and Ha is accepted. The leadership style variable has a significant effect on employee performance, it can be concluded that the hypothesis (H1) which states that leadership style partially has a significant effect on the performance of the Kerinci Inspectorate Employees is accepted, so the first hypothesis (H1) is accepted.

2. The work environment variable is tcount = 3.192 with a significance probability of 0.045 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 3,192> ttable 2,876, consequently Ho is rejected and Ha is accepted. The work environment variable has a significant effect on employee performance, it can be concluded that the hypothesis (H2) which reads the working environment partially has a significant effect on the performance of the Kerinci Inspectorate Employees is accepted, so the second hypothesis (H2) is accepted.

3. The compensation variable is tcount = 3.651 with a significance probability of 0.519 or greater than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 3.651> ttable 2.876, consequently Ho is accepted and Ha is rejected. The compensation variable has a significant effect on employee performance, it can be concluded that the hypothesis (H3) which reads partial compensation has a significant effect on the performance of the Kerinci Regency Inspectorate Employee is accepted, thus the third hypothesis (H3) is accepted.

4. The motivation variable is tcount = 3.520 with a significance probability of 0.016 or less than 0.05. With df = 47-2 = 45, the t table is 2.876; then tcount = 3,520> ttable 2,876, consequently Ho is rejected and Ha is accepted. Motivation variable has a significant effect on employee performance, it can be concluded that the hypothesis (H4) which states that motivation partially has a significant effect on the performance of the Inspectorate of Kerinci Regency is accepted, so the fourth hypothesis (H4) is accepted.

5. From the ANOVA test, it was found that the Fcount value was 77.067 with a significance probability of 0.000. The probability of significance is less than 0.05. With df = n - (k - 1) = 47 - (4-1) = 44, it is obtained Ftable of 2.82, then F count> F table or 77.067> 2.82 with a significance level of 0.000 or α 0.05, consequently Ho rejected and Ha accepted. The variables of leadership style, work environment, compensation and motivation and motivation together have a significant effect on the performance of the Inspectorate of Kerinci Regency, it can be concluded that the fifth hypothesis (H5) which reads "Leadership style, work environment, compensation and motivation and motivation together. -the same significant effect on the performance of the Inspectorate of Kerinci Regency is accepted, then the fifth hypothesis (H5) can be accepted.

Based on the findings and research conclusions. For this reason, the authors suggest the following suggestions:

1. For the work environment, it is advisable to the agencies, in this case the Inspectorate of Kerinci Regency, to pay attention to the comfort of employees at work, because this is seen from the survey results and the results of respondents' responses to the work environment, still showing unfavorable results. So it is feared that in the future there will be a decline in employee performance which will have an impact on the performance of the agency.

2. To improve employee performance, better facilities and infrastructure are needed, so that the implementation of tasks can be carried out properly.

3. In order to improve employee performance, it is necessary to provide rewards that can motivate employee work such as promotion for employees who have creativity, innovation and high work morale.

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