

ABSTRACT

The Impact of Leadership, Role Suitability and Work Environment on the Performance of Employees in Regional Offices of the Ministry Religion, Lampung Province

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The successful operation of public organizations is largely determined by the quality of human resources. This shows that human resources play a very important role in achieving development goals. Every company will always try to improve the performance of its employees, hoping that the company's goals will be achieved. The purpose of this study is to analyze and determine the impact of leadership, role suitability and work environment on the performance of employees of the Regional Office of the Ministry of Religion of Lampung Province. This study used the survey method, a quantitative approach. The object of the study is the Regional Office of the Ministry of Religion of Lampung Province. Based on the results of the sample using the Slovin formula, the author took a sample of 55 people. In the data analysis method, multiple linear regression tests are used, so the results of the study: 1) Leadership has a significant positive effect on the performance of employees of the Regional Office of the Ministry of Religion of Lampung Province. 2) Role suitability has a significant positive effect on employees. performance in the regional office of the Ministry of Religion of Lampung Province. 3) The work environment has a significant positive effect on the performance of employees of the regional office of the Ministry of Religion of Lampung Province. 4) Leadership, role congruence and work environment simultaneously have significant influence on the dependent variable of employee performance of the Regional Office of the Ministry of Religion, Lampung Province.

Key words: leadership, role suitability, work environment, employee performance.