

ABSTRACT

THE EFFECT OF LEADERSHIP, WORK MOTIVATION, AND WORK ENVIRONMENT ON THE PERFORMANCE OF BIDDOKES PERSONNEL AT LAMPUNG REGIONAL POLICE

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This study aims to analyze the effect of leadership, work motivation, and work environment on the performance of Biddokes personnel at the Lampung Regional Police. The research employs a quantitative descriptive method, with data collected through questionnaires and interviews and analyzed statistically. The population consists of 105 Biddokes personnel, with a sample of 83 selected using purposive sampling based on criteria of at least three years of work experience, involvement in organizational development programs, and active operational positions. The independent variables are leadership, work motivation, and work environment, while the dependent variable is personnel performance. The results indicate that all three independent variables significantly affect personnel performance, both partially and simultaneously, with work motivation being the most dominant factor. Effective leadership, high work motivation, and a supportive work environment play a crucial role in enhancing productivity, professionalism, and the overall quality of personnel performance. These findings underscore the importance of integrated human resource management to achieve optimal performance at Biddokes Lampung Regional Police.

Keywords: *Leadership, Work Motivation, Work Environment, Personnel Performance..*