

## **ABSTRACT**

*Employees as the main asset of the organization, have a strategic position in the organization, namely as thinkers, planners, and controllers of organizational activities. Leadership is as an ability to influence a team to achieve its goals and the work environment is everything around an employee that can affect an employee's performance in carrying out their duties. The purpose of this research is to find out if leadership and work environment affect Employee Performance in PT Haleyora Power Region 1 West Java.*

*This study uses quantitative methods with a type of causal descriptive research. Sampling techniques use nonprobability sampling techniques with saturated sampling categories involving 30 respondents. Data analysis techniques use causal descriptive analysis with the help of SPSS version 26.*

*Based on the results of descriptive analysis of variables Leadership, Work Environment and Overall Employee Performance in the good category. The magnitude of leadership and work environment influence was 70.3% and the remaining 29.7% was influenced by other variables not studied in this study. Partially Leadership and Work Environment significantly affect Employee Performance in PT Haleyora Power Region 1 West Java.*

**Keywords:** *Leadership, Work Environment, Employee Performance*