

## **ABSTRACT**

*Human resources have a very important role in achieving company goals in order to achieve maximum performance. Of the many efforts that can be made by the company in achieving this performance, among others, apply leadership and create a quality physical work environment. The purpose of this study was to determine and analyze the influence of leadership and physical work environment on employee performance at DAPEN Telkom Bandung.*

*The research method used in this research is quantitative method with descriptive-causality research type. Sampling was done by non-probability sampling technique used was saturated sampling of 69 employees of the Telkom Pension Fund. The data analysis technique used was descriptive analysis and multiple regression analysis.*

*Based on the results of descriptive analysis shows that the variables of leadership, physical work environment and employee performance at the Telkom Pension Fund are in good condition. In addition, based on the results of the study, it shows that leadership and physical work environment partially and simultaneously have a positive and significant effect on employee performance.*

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