

ABSTRACT

The employees performance of a organisation greatly affects the success of the organisation in achieving its goals. So that every organisation both in the private sector and the public sector always tries to be able to improve the performance of its employees. This also applies to the Agriculture, Food and Fisheries Service of Pariaman City so that it can continue to have good performance in serving the needs of the people of Pariaman City and always try to improve the performance of its employees. Improving employee performance is strongly influenced by the conditions of the physical work environment where work and the leadership style applied.

This study aims to determine and analyse the condition of the physical work environment and transformational leadership style at the Department of Agriculture, Food and Fisheries of Pariaman City. Furthermore, to analyse the effect of the physical work environment on employee performance and the effect of transformational leadership style on employee performance. This research uses descriptive and quantitative methods.

The sample number is 100 employees who have ASN status at the Agriculture, Food and Fisheries Service of Pariaman City. The data analysis technique used is Structural Equation Modeling Partial Least Square (SEM-PLS).

The results showed that the physical work environment was in the conducive category, transformational leadership style in the strong category, and employee performance in the good category. Furthermore, the physical work environment has a positive and significant influence on employee performance and transformational leadership style has a positive and significant influence on employee performance.

Based on the research results, in the future, government agencies in Pariaman City, especially the Department of Agriculture, Food and Fisheries, can maintain and optimize a conducive physical work environment and strengthen the application of a transformational leadership style in organizational processes so that employee performance can be maximized.

Keywords: performance, physical work environment, transformational leadership style, descriptive, quantitative, SEM-PLS