

Review Paper

The Role of Education and Training, Work Environment and Leadership on Employee Performance

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Abstract

This study aims to determine and analyze the effect of education and training, work environment, leadership on improving employee performance at the PUPRKP Office of Takalar Regency. Sampling in this study were 104 employees at the PUPRKP Service. Data was obtained from the questionnaire instrument which was distributed and processed using Partial Least Square (PLS) software. This study found that education and training had no significant effect on employee performance, work environment and leadership had a positive and significant effect on employee performance. It is hoped that the organization pays attention to the importance of education and training for employees, leaders must be able to provide facilities, facilities and infrastructure and support all employees to always pay attention to education and training. The role of the leader and the work environment also greatly influences the improvement of employee performance because the leader is able to direct employees towards improving selfquality which will have an impact on the creation of a conducive work environment and improvement of overall organizational performance.

Keywords: Education and Training, Work Environment, Leadership, Performance

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