

## **Influence Environment Work And Leadership Style Towards Performance Through Motivation Work Employees At The Immigration Office Class Iii Non Tpi**

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### **Abstract**

Organizations need source Power to perform human Good. Source Power man (employees) which is shown in the performance results thanks to exists Motivation Built work from Environment Good work and leadership style too. Study This intended For increased activity and performance organization, where quality very good service depends on the source Power man organization that has Motivation High work blessing Environment Work and the Leadership Style that influences it. Research purposes This is To test the influence of variable Environment Work and Leadership Style on Performance Variables through Variable Motivation Work. Study This is a study empirical to employees at the Immigration Office Class III Non TPI Palopo. Environment Work and Style Leadership as variables Dependent on Employee Performance as variable Independent through Satisfaction Work as Intervening Variable (mediation). Study This is a study associative with the use of quantitative approach. Data collection used a questionnaire closed with amount sample of 66 employees. Determination respondents taken in a whole way from amount existing population, method data processing uses IBM SPSS 25.0.

*Keywords: Environment; Work; Leadership Style; Performance and Motivation Work.*

### **1. Introduction**

Constitution Republic of Indonesia Number 6 of 2011 concerning Immigration (Ministry of Law and Human Rights of the Republic of Indonesia 2011) in article 1 explains that Immigration is matter about Then incoming traffic or outside Indonesian Territory as well supervision in frame guard upright state sovereignty [1]. Function Immigration is part of affairs internal state government give service Immigration, enforcement law, state security, and facilitators development well-being public. Immigration office is the implementing unit running technical Function Immigration in the area Regency, City, or Subdistrict.

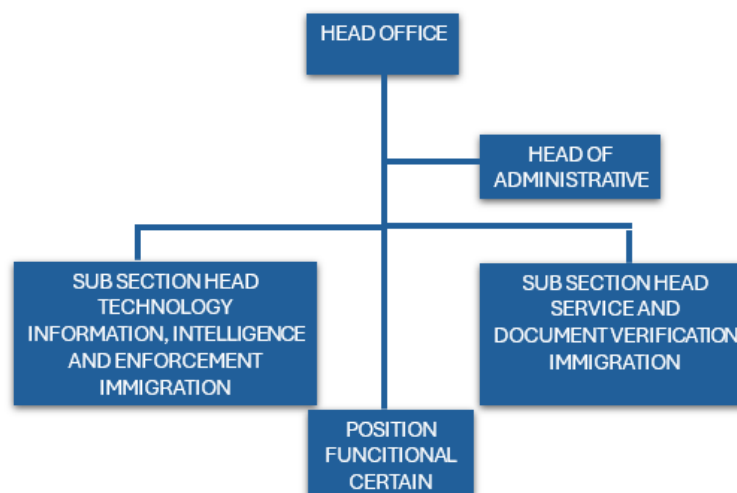
Immigration office Class III Non TPI Palopo use System Information Management Immigration as mandate of Article 7 of the Law Number 6 of 2011. System Information Management Immigration is system technology information and communication used For collect, process and present information To use support operations, management, and retrieval decision in carry out Function Immigration. For operate System intended, and pay attention work area coverage as well as the Office's commitment to services provided to society, then Good and professional employee performance is required.

Environment Work can influence Motivation Work. If employee enjoy environment Work Where he works, then employee the will feel at home in place it works For do activity so that time Work used in a way effective that will be influence performance Work employee. In line with Environment Work, Leadership Style are also very influential Motivation Employees' work in a agency.

In research entitled " Culture Organization, Leadership Style, and Environment Work on Employee Performance through Motivation as Variable Mediation " explains that Motivation mediate influence environment Work to performance employee Ngadirejo Village Government Subdistrict Jabung Malang Regency [2]. Meanwhile, is entitled " The Influence of Leadership Style and the Environment." Work on Employee Performance with Motivation Work as Intervening Variable (At KPP Pratama North Malang)" found that Environment Work No influential to performance employee through variable motivation works at KPP Pratama North Malang [3]. Different with second results, in research entitled " Influence of Leadership Style and Environment Work on ASN Performance with Motivation Work as Intervening Variables at the Industry and Trade Cooperative Service Regency Situbondo " concluded that Environment Work influential positive However No significant on ASN Performance through Motivation Work [4].

Immigration office Class III Non TPI Palopo is an Immigration Office that does not own Place Inspection Immigration, or abbreviated as TPI. The existence of a TPI at an Immigration Office be marked with the work area of the office has an International Airport, International Port and International Land Border which is possible happen directly people or goods from and abroad. The working area of the Immigration Office Class III Non TPI Palopo No own specification that, however still there is service immigration like service passport and services permission stay for Foreign Citizens.

Based on Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 19 of 2018 concerning Organization and Work Procedures of the Immigration Office (Ministry of Law and Human Rights 2018), Immigration Office have task carry out part task principles and functions of the Ministry of Law and Human Rights in the field Immigration of the area concerned [5]. As for the structure Structure Immigration Office Organization Class III Non TPI Palopo is as follows:



**Figure 1. Structure Immigration Office Organization Class III Non TPI Palopo**

## **2. Methodology**

### **2.1 Types of research**

Types of research used in research This is technique method descriptive with type correlational use method quantitative explanation connection between at least two factors, the extent of the variety in One variables identified with varieties in different factors. Study connection mean For differentiate extent of varieties in something factors identified with at least One variable different Where depends on the coefficient connection [6].

### **2.2 Approach Study**

Approach study is whole method or activity in something research started from formulation problem until make something conclusion. Study This use quantitative approach, according to that quantitative approach is research that based on philosophy positivism For research population or sample particular and taking sample randomly with data collection use instrument, data analysis is of a nature statistics [7].

### **2.3 Population and Sample**

According to Sugiyono, (2014) Population can defined as whole member or forming group worn object investigation by researchers. Population in study This is all over Employee Immigration office Class III Non TPI Palopo at the same time used as sample fed up. The sample is a subset of population, consisting from a number of member population [8]. In research This No used sampling technique because samples studied is whole from existing population or called with census. Remember amount population only a total of 66 employees, consisting of over 54 employees organic and 12 employees No still. So it's worth it For taken whole For made sample without must take sample in certain amount. So that samples in research This a total of 66 employees at the Immigration Office Class III Non TPI Palopo.

### **2.4 Data Collection Techniques**

Data collection is one activity performed in the research process. In a scientific study, method data collection intended For obtain relevant, accurate and Trusted. Deep data collection techniques study This is interview structured with use questionnaire, ie something technique collection data with method make a list of questions / statements written For Then given to respondents with a number of alternative the answer has been provided [7]. Drafting questionnaire based on indicators every Variable Which has determined previously.

### **2.5 Definition Operational Variable**

Definition operational variable is something the definition expressed in a clear way of each variable used in research, and explained into the indicators. Variable study is something attribute or properties that have variation specified by researchers For studied and then withdrawn the conclusion. So variable is concept that has many kinds of value, in the form of quantitative nor qualitative value can change. Whereas Indicator is certain dimensions from something concept that can be measured. Based on explanation and discussion that has been provided stated in the Literature Review before, then as for Variables and Indicators every Variables used Writer in Study This is as follows:

**Table 1. Definition Operational Variable**

Variable	Definition	Indicators	Scale
Work Environment (X1)	The work environment is everything that is around the workers and that can affect them in carrying out the tasks given (nitisemito 2006)	<ul style="list-style-type: none"> <li>• Work Structure;</li> <li>• relationships with colleagues;</li> <li>• availability of work facilities;</li> <li>• workspace conditions;</li> <li>• Workplace Capabilities.</li> </ul>	Likert
Leadership Style (X2)	Leadership style is a way for leaders to influence their subordinates, to be willing to work together and work productively to achieve organizational goals (Hasibuan 2016)	<ul style="list-style-type: none"> <li>• decision-making ability;</li> <li>• motivating ability;</li> <li>• communication skills;</li> <li>• the ability to control subordinates;</li> <li>• Responsibility.</li> </ul>	Likert
Performance (Y)	Performance is the result both in quality and quantity achieved by an employee in performing duties in accordance with the responsibilities given to him (Mangkunegara, 2009)	<ul style="list-style-type: none"> <li>• quality of work;</li> <li>• quantity of work;</li> <li>• Timeliness;</li> <li>• Effectiveness; And</li> <li>• Independence.</li> </ul>	Likert
Work Motivation (Z)	Work motivation is a drive of needs in employees that need to be met so that employees can adjust to their environment and be able to achieve predetermined goals. (Mangkunegara 2009)	<ul style="list-style-type: none"> <li>• Responsibility;</li> <li>• Work Performance;</li> <li>• opportunities to advance;</li> <li>• recognition of performance;</li> <li>• Challenging work.</li> </ul>	Likert

Source: developed researcher, 2022

## 2.6 Validity test

Validity test done For show to what extent tool gauge measure with exactly what you want to be measured. Something scale measurement is called valid if do what it should be measured [7]. On research this , testing done with share questionnaire to 66 respondents beginning . Measurement validity and reliability in research This use SPSS version 25 help.

For test is every question on the Questionnaire considered valid or no, then Validity test is carried out to sample respondents. If the question item has  $r$  count  $>$  from  $r$  tables then the question item said to be valid with level significance 0.05. The  $r$  value table use significance 0.05 with the total data of Respondents ( $n$ ) = 66 is 0.244. Meanwhile, in the Distribution Table  $r$  using ( $n$ )=65 because No found ( $n$ )=66.

### 2.7 Reliability Test

According to Sinulingga, (2011) say that Reliability is A tool measuring regarding with degree data consistency and stability resulting from from the data collection process with use the instrument. Reliability test calculated with use technique *Cronbach's Alpha*.

Arikunto, (2017) said that for reliability testing used *Cronbach Alpha* technique, where something instrument can be said reliable (*reliable*) if own coefficient reliability or Ronbach *Alpha* of 0.60 or more [8].

### 2.8 Test Assumptions Classic

Test assumptions classic is very close connection with study methodical quantitative. Concern that research data No distributed with OK, hinted researcher For carry out assumption tests classic moreover formerly before carry out hypothesis testing. Another underlying thing importance carry out assumption tests classic is worries that the data does not fulfil required conditions For technique statistics.

### 2.9 Analysis Multiple Linear Regression and Hypothesis Testing

Multiple linear regression is an involving regression model more than One variable independent. Analysis multiple linear regression done For know direction and how much big influence variable independent to variable dependent [9]. Analysis regression used For measure how much big influence between variable free and variables bound. If only there is One variable free and one variable bound, then regression the named simple linear regression [10]. On the other hand, if there is more from One variable free or variable bound, then called linear regression multiple.

## 3. Results And Discussion

### 3.1 Validity test

Something variable can be said to be valid when able to explain = 50% type the indicator with mark *Average Variance Extracted* (AVE) is 0.5 or more . Following tabulation AVE value:

**Table 2. Validity Convergent**

<i>Variable</i>	<i>Average Variance Extracted (AVE)</i>
Environment Work (X1)	0.773
Leadership Style (X2)	0.886
Motivation Work (Z)	0.751
Performance	0.829

Based on results displayed analysis in table 2, seen mark *AVE* all construct  $>$  from 0.5 so stated fulfil condition For done analysis furthermore.

### 3.2 Reliability Test

Reliability test used For know consistency tool measure, whether tool meter used can be reliable and constant consistent If measurement the be repeated. For know how much consistent each variable in explain construct the model can look at the results analysis in column *composite reliability* 06 – 0.7 or mark Cronbach's alpha set with value = 0.7.

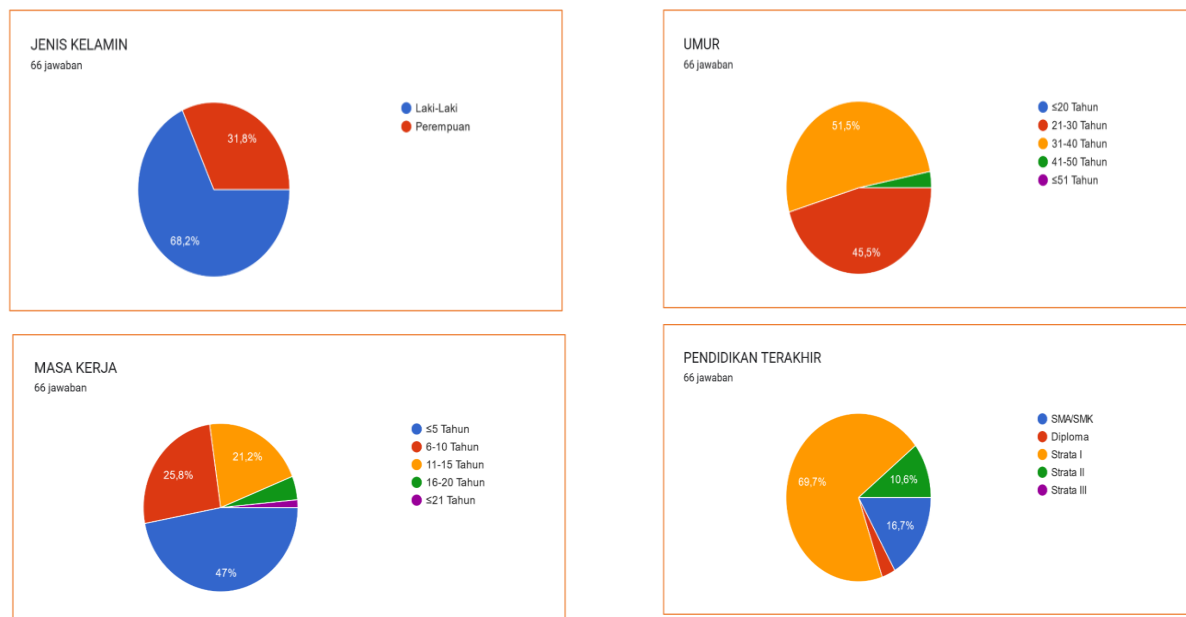
**Table 3. Composite Reliability**

<i>Variable</i>	<i>Composite Reliability</i>
Environment Work (X1)	0.785
Leadership Style (X2)	0.758
Motivation Work (Z)	0.862
Performance	0.789

Based on the Reliability Test Results Table every Variables, and pay attention to the Reliability Test Results Recap Table Variable, where *Ronbach Alpha C* value is morebig of 0.60. Therefore That can conclude that the Questionnaire Data used considered Reliable.

### 3.3 Analysis Descriptive Respondent Study

Respondent in study This are 66 employees at the Immigration Office Class III Non TPI Palopo. Characteristics respondents described based on type gender, age, length of service and education can be seen in the following table:



**Figure 1: Work Period Diagram**

### 3.4 Assumption Test Analysis Classic

On research Here, there are two equations that will be assumption test is carried out classic because there is intervening variable. Equality First ie Variable Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) and Eq second ie Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) to Performance (Y).

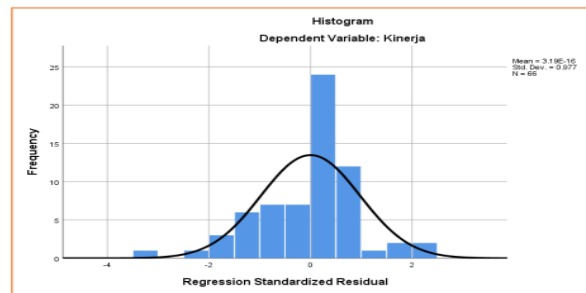
### 3.5 Data Normality Test

Tested *Residual Value* use approach *Exact P Values* in the *One-Sample Kolmogorov-Smirnov Test* that can be seen in the following table:

**Table 4. Results of the Exact Approach Data Normality Test**

Exact Approach Data	Normal Parameters	Exact Sig. (2-tailed)
Equations (X1) and (X2) with respect to (Z)	2,054	0.594
Equations (X1) and (X2) through (Z) to (Y)	1,684	0.161

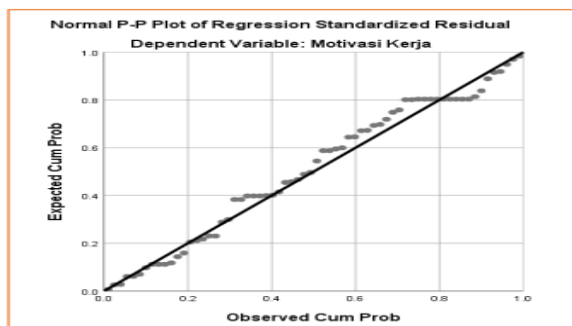
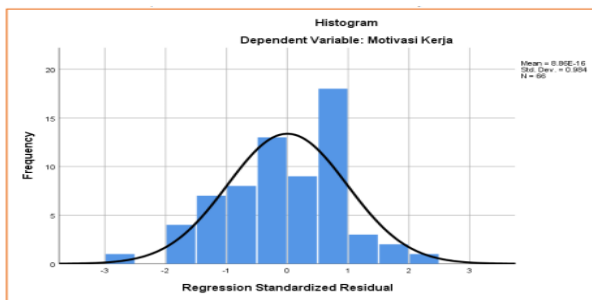
Based on results testing the seen mark *Residual Exact P Values* for The equations (X1) and (X2) with respect to (Z) are  $0.594 > 0.05$  and for The equations (X1) and (X2) through (Z) towards (Y) are  $0.161 > 0.05$ . So that the distribution / distribution of the data is considered normal. That matter seen The same If done technique testing visually on the visible *Histogram* symmetrical, *PP Plot* which follows the line and *Scatterplot* which is the distribution equally. As for Histogram, *PP Plot* and *Scatterplot* mark *Residual* can be seen in the following picture:



1

2

**Figure 6. Histogram of the Exact Approach Data Normality Test. (1) Equations (X1) and (X2) to (Z) (*Residual Exact P Values*), (2) Equations (X1) and (X2) through (Z) to (Y) (*Residual Exact P Values*)**



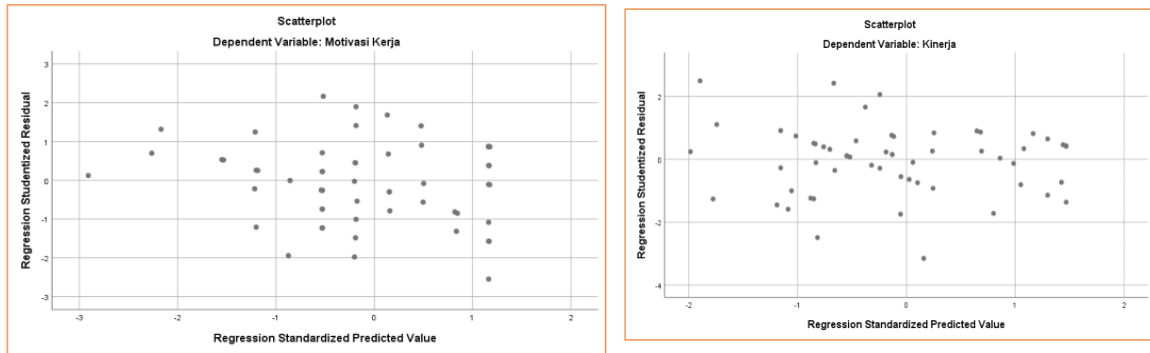
1



2

**Figure 7. PP Plot of the Exact Approach Data Normality Test . (1) Equations (X1) and (X2) to (Z) (*Residual Exact P Values*), (2) Equations (X1) and (X2) through (Z) to (Y)**

*(Residual Exact P Values)*



1

2

**Figure 8. Scatterplot of the Exact Approach Data Normality Test. (1) Equations (X1) and (X2) with respect to (Z) (Residual Exact P Values). (2) Equations (X1) and (X2) through (Z) to (Y) (Residual Exact P Values)**

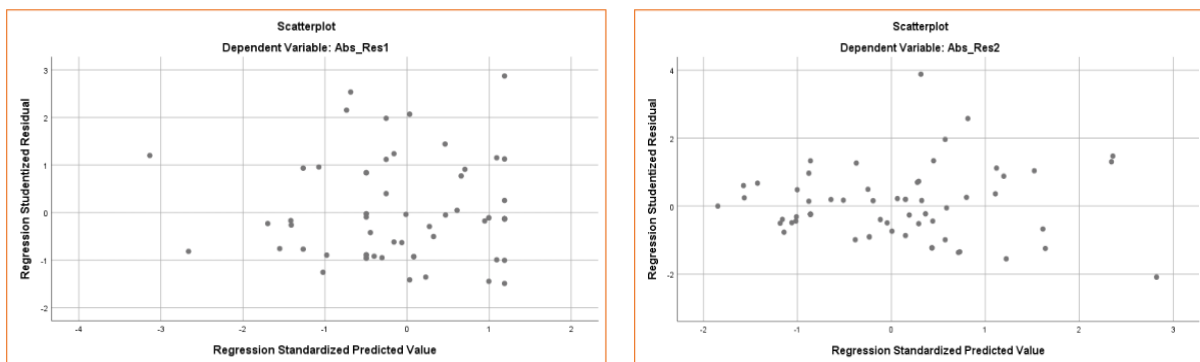
**3.6 Data Heteroscedasticity Test**

According to Ghozali (2018), The purpose of the heteroscedasticity test is: For know: If there is inequality variant of residuals on regression model. Heteroscedasticity test results For equality Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) and heteroscedasticity test results For equality Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) to Performance (Y) can be seen in the table following :

**Table 5. Data Heteroscedasticity Test Results**

Equations (X1) and X2) with respect to (Z)		Equations (X1) and (X2) through (Z) to (Y)	
Type	Sig. Variable	Type	Sig. Variable
Environment Work	0.528	Environment Work	0.052
Leadership Style	0.766	Leadership Style	0.956
-	-	Motivation Work	0.387

The table seen mark Sig Independent variable against Equality Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) Dependent Variable ie Environment



Work (X1)  $0.528 > 0.05$  and Leadership Style (X2)  $0.766 > 0.05$ . mark *Sig* Independent variable against Leadership Style Equation (X2) through Motivation Work (Z) on Performance (Y) Dependent Variable namely Environment Work (X1)  $0.052 > 0.05$ , Leadership Style (X2)  $0.956 > 0.05$  and Motivation Work  $0.387 > 0.05$ .

1

2

**Figure 10. Scatterplot of Data Heteroscedasticity Test. (1) Equations (X1) and (X2) with respect to (Z), and (2) Equations (X1) and (X2) through (Z) with respect to (Y)**

### 3.7 Data Multicollinearity Test

Good regression model No happen multicollinearity. Multicollinearity test done For test is there is correlation between variable free in the regression model. Multicollinearity means exists perfect linear relationship between a number of or all variables that explain the regression model. Multicollinearity test done with objective For know whether in a regression model found exists correlation between independent variable [9]. The results of the multicollinearity test study This can be seen in the table following:

**Table 6. Data Multicollinearity Test Results**

Equations (X1) and (X2) with respect to (Z)			Equations (X1) and (X2) through (Z) to (Y)		
Type	<i>Tolerance Value</i>	VIF value	Type	<i>Tolerance Value</i>	VIF value
Environment Work	0.365	2,738	Environment Work	0.298	3,351
Leadership Style	0.365	2,738	Leadership Style	0.365	2,739
-	-	-	Motivation Work	0.627	1,595

Based on table the is known that in Eq Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) *Tolerance Value* Variable Environment Work (X1) 0.365 and Leadership Style (X2) 0.365 more big from a *Tolerance Value* of 0.01. While the VIF value is variable Environment Work (X1) 2.738, and Leadership Style (X2) 2.738 more small from a *Tolerance Value* of 10.0. Meanwhile, in Eq Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) to Performance (Y) *Tolerance Value*, Variable Environment Work (X1) 0.298 and Leadership Style (X2) 0.365 as well Motivation Work (Z) 0.627 more big from a *Tolerance Value* of 0.01. While the VIF value is variable Environment Work (X1) 3.351 and Leadership Style (X2) 2.739 as well Motivation Work (Z) 1,595 more small from a *Tolerance Value* of 10.0. Therefore That so can be stated **No happen multicollinearity.**

### 3.8 Analysis Multiple Linear Regression and Hypothesis Testing

As well as with Assumption Test Analysis Classic, on Analysis Multiple Linear Regression and Hypothesis Testing using two equations that will be analyzed because there is

intervening variable. Equality First ie Variable Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) and Eq second ie Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) to Performance (Y).

### 3.9 Coefficient of Determination (R Square Test)

According to Sugiyono (2014) analysis track is part from the regression model that can be used For analyze connection because consequence atar One variable with other variable. Analysis track used with use correlation, regression and path so that can is known For up to the intervening variables. As for the results analysis track for that data can see in the discussion following:

**Table 7. Coefficients Multiple Linear Regression**

Equations (X1) and (X2) with respect to (Z)			Equations (X1) and (X2) through (Z) to (Y)		
Type	Significance Value	R Square	Type	Significance Value	R Square
Environment Work	0,000	0.373	Environment Work	0.811	0.635
Leadership Style	0.946		Leadership Style	0.065	
-	-	Motivation Work	0,000		

Refer to Table 7 Regression Results The equations (X1) and (X2) with respect to (Z) can be known that Significance Value from variable Environment Work (X1) = 0.000 more small from value  $\alpha = 0.05$ . Whereas Leadership Style Variable (X2) = 0.946 more big from value  $\alpha = 0.05$ . These results give conclusion that Regression equality the where (X1) is **direct influential significant** against (Z), but (X2) **accordingly direct No influential significant** against (Z). As for the size mark *R Square* The equations (X1) and (X2) with respect to (Z) are of 0.373 which shows that donation influence Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) is as big as **37.30%**, while the remaining 62.70% is contribution from variable others who don't entered in study.

Refer to Table 7 Regression Results Equations (X1) and (X2) through (Z) with respect to (Y) can be known that Significance Value from third variable to Performance Variable (Y) namely Environment Work (X1) = 0.811 and Leadership Style (X2) = 0.065 more big from value  $\alpha = 0.05$  whereas Motivation Work (Z) = 0.000 more small from value  $\alpha = 0.05$ . These results give conclusion that Regression equality the Where Environment Work (X1) and Leadership Style (X2) . **direct No influential significant** on Performance (Y) however Motivation Work (Z) **by direct influential significant** on Performance (Y). big mark *R Square* is of 0.635 which shows that donation influence Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) to Performance (Y) is as big as **63.50%**, while the remaining 36.50% is contribution from variable others who don't entered in study .

### 3.10 Analysis Significance Simultaneous (F Test)

Analysis Significance Simultaneous or F Test is the opposite from the Data Linearity Test in the Assumption Test Classic. The F test results can be obtained seen in the following table:

**Table 8. ANOVA F test**

Equality	F Count	Significance
Equations (X1) and (X2) with respect to (Z)	18,741	0,000
Equation (X1) and (X2) with respect to (Y)	35,994	0,000

Based on table on For equality First is known mark significance For influence Environment Work (X1) and Leadership Style (X2). simultaneous to Motivation Work (Z) is of  $0.00 < 0.05$  and the calculated F value is  $18.741 > F$  Table 3.14. So that can conclude that Environment Work (X1) and Leadership Style (X2). simultaneous to Motivation Work (Z) **exists significant influence**. Based on equality second is known mark significance For influence Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) by simultaneous to The Performance Variable (Y) is of  $0.00 < 0.05$  and the calculated F value is  $35.994 > F$  Table 2.75. So that can conclude that Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) by simultaneous to The Performance Variable (Y) **exists that significant influence**.

### 3.11 Analysis Significance Partial (t Test)

Analysis Significance Partial done to equality Environment Work (X1) and Leadership Style (X2) towards Motivation Work (Z) and Eq Environment Work (X1) and Leadership Style (X2) through Motivation Work (Z) to Performance (Y) with level 95% confidence and  $\alpha = 0.05$ . The t test results can be seen in the table following:

**Table 9. Coefficients t test**

Equations (X1) and (X2) with respect to (Z)			Equations (X1) and (X2) through (Z) to (Y)		
Type	t test	Significance	Type	t test	Significance
Environment Work	3,754	0,000	Environment Work	0.240	0.811
Leadership Style	-0.068	0.946	Leadership Style	1,876	0.065
-	-	-	Motivation Work	6,484	0,000

Based on Table 9. it is known that For influence Environment Work (X1) against Motivation Work (Z) value *Sig* is of  $0.000 < 0.05$  and value *t* Calculate  $3.754 > 1.999$ , so it can concluded that **there is influence** Environment Work (X1) against Motivation Work (Z). And the influence of Leadership Style (X2) on Motivation Work (Z) value *Sig* is of  $0.946 > 0.05$  and value *t* Calculate  $-0.068 < 1.999$ , so can concluded that **No there is influence of Leadership Style (X2) on Motivation Work (Z)**. Based on The equations (X1) and (X2) through (Z) with respect to (Y) are known that For influence Environment Work (X1) to Performance (Y) value *Sig* is of  $0.811 > 0.05$  and value *t* Calculate  $0.240 < 1.999$ , so can concluded that **No there is**

**influence** Environment Work (X1) to Performance (Y). Influence of Leadership Style (X2) on Performance (Y) value *Sig* is of  $0.065 > 0.05$  and value *t* Calculate  $1.876 < 1.999$ , so can concluded that **No there is influence of** Leadership Style (X2) on Performance (Y). Whereas influence Motivation Work (Z) to Performance (Y) value *Sig* is of  $0.000 < 0.05$  and value *t* Calculate  $6.484 > 1.999$ , so can concluded that **there is influence** Motivation Work (Z) to Performance (Y).

### 3.12 Discussion

#### **Influence Variable Environment Work to Performance Variables**

Research result show that variable Environment Work (X1) no there is influential positive and significant as well as No There is linear relationship to the Performance (Y) of Employees at the Immigration Office Class III Non TPI Palopo. However although No own influence significant direct, but influence effect No direct of 0.792 or 79.20% is considered very important For guarded its existence. It means that, condition environment Work moment This is at the Immigration Office Class III Non TPI Palopo has show good level condition, so No Again effect on improvement performance employee. Condition the strengthened with average value of answers questionnaire For Variable Environment Work amounting to 4.31 of points 1 to 5. Condition environment Work moment This only need guard against it become Factors that influence employee performance at the Immigration Office Class III Non TPI Palopo.

Findings research above in line with results research by Dana (2022) in his research entitled " The Influence of Leadership Style and the Environment. " Work on Employee Performance with Motivation Work as Intervening Variables (At KPP Pratama North Malang)" which concludes that Environment Work No influential to performance employees at KPP Pratama North Malang. This result supported by research [11] entitled " Culture Organization, Leadership Style, and Environment Work On Employee Performance Through Motivation As Variable Mediation " that concludes that Environment Work No influential in a way Partial on Performance. Equality researcher This with research carried out writer is You're welcome research influence Environment Work on Performance, Leadership Style to performance and Motivation Work as Intervening Variables. The difference lies in quantity samples and objects studied Where researcher research at the Immigration Office Class III Non TPI Palopo.

#### **Influence Leadership Style Variables to Performance Variables**

Research result show that variable style leadership in a way direct No there is influence on Performance (Y), however style leadership there is linear relationship significant on Employee Performance at the Immigration Office Class III Non TPI Palopo. That matter can be interpreted that style leadership moment This has is at a good level so that No influence Decrease in employee performance at the Immigration Office Class III Non TPI Palopo. However Because leadership style there is linear relationship significant on Performance, so Expected Leadership Style moment this is to be maintained. Findings research above in line with results Dewi's research (2019) entitled " Analysis The Influence of Leadership Style and Environment Work On Employee Performance With Use Motivation Work As Intervening Variables (Case Study at PT. Suparma Tbk)" concluded different results that leadership style influential negative No significant to performance PT Suparma employees Tbk [12].

### **Influence Variable Motivation Work to Performance Variables**

Research result show that variable motivation Work influential positive and significant as well as there is linear relationship to performance employee at the Immigration Office Class III Non TPI Palopo. That means, that if employee own mark Motivation high level of work in the organization Where employee works, then will increase employee performance the. Research result the in line with opinion [13] satisfaction Work is a feeling of satisfaction somebody in carry out duties and responsibilities he answered during Work. These results supported by the results research by [14] in research entitled " Analysis Influence of Leadership Style , Discipline Work , and Environment Work on Employee Performance through Motivation as Intervening Variables " explains that Motivation Work a employee influential direct and positive to the Performance of PT Shopee International Indonesia Employees. Because of That the more tall motivation employee so will the more increase employee performance.

### **Influence Variable Environment Work to Variable Motivation Work**

Research result show that Variable Environment Work influential positive and significant to Variable Motivation Work Employee at the Immigration Office Class III Non TPI Palopo. It means that, without condition environment good job, then will influence Motivation Work Employee For carry out task with Good. And if condition environment Work moment This No noticed For towards more Good so will join in affecting employee performance at the Immigration Office Class III Non TPI Palopo. These results in line with study [11] entitled " Culture Organization, Leadership Style , and Environment Work On Employee Performance Through Motivation As Variable Mediation " that concludes that environment Work influential in a way Partial to motivation.

### **Influence Leadership Style Variables to Variable Motivation Work**

Research result show that Leadership Style No influential positive and not significant to Motivation Work Employee at the Immigration Office Class III Non TPI Palopo. As well as with style leadership that does not influential to performance, can be interpreted that style Leadership moment This is at the Immigration Office Class III Non TPI Palopo has is in mature condition so that No Again influence Motivation Work Employee. However matter the must still maintained in the future No become factor affecting Motivation Work and Employee Performance at the Immigration Office Class III Non TPI Palopo. Research result on line with results study [11] entitled " Culture Organization, Leadership Style and Environment Work on Employee Performance through Motivation as Variable Mediation " that concludes that Leadership Style No influential in a way Partial to Motivation.

### **Influence Variable Environment Work to Performance Variables through Variable Motivation Work.**

Research result show that Environment Work influential positive and significant on Employee Performance at the Immigration Office Class III Non TPI Palopo If through Intervening variable Motivation Work. It means that without Motivation Work so Environment Work No can influence in a way Direct Employee Performance at the Immigration Office Class III Non TPI Palopo. Research result the supported with results penelian previously by [11] entitled " Culture Organization, Leadership Style, and Environment Work On Employee

Performance Through Motivation As Variable Mediation " that concludes that Motivation mediate influence environment Work to performance employee. Environment nice work give comfort for employee in do work daily. Circumstances environment Work influential positive to motivation Work employees, and also have an impact on increasing performance employee. With condition more work OK, more motivation Good increase.

### **Influence Leadership Style Variables to Performance Variables through Variable Motivation Work.**

Research result show that Leadership Style influential positive and significant on Employee Performance at the Immigration Office Class III Non TPI Palopo If through Intervening variable Motivation Work. It means that without Motivation Work then Leadership Style No can influence in a way Direct Employee Performance at the Immigration Office Class III Non TPI Palopo. Although influence effect No directly is also considered big, however influence effect direct considered more significant For sustainability life organization. However different results stated by [4] in research entitled " The Influence of Leadership Style and the Environment. " Work on ASN Performance with Motivation Work as Intervening Variables at the Industry and Trade Cooperative Service Regency Situoundo " explains that leadership style influential positive However No synific on ASN Performance through Motivation Work.

### **4. Conclusion**

Based on data analysis and discussion before , then obtained a number of conclusion that is: Environment Work in a way direct No there is a positive influence on Employee Performance at the Immigration Office Class III Non TPI Palopo ; Leadership Style in a way direct No there is a positive influence on Employee Performance at the Immigration Office Class III Non TPI Palopo ; Motivation Work in a way direct there is a positive influence on Employee Performance at the Immigration Office Class III Non TPI Palopo ; Environment Work in a way direct there is a positive influence to Motivation Work Employee at the Immigration Office Class III Non TPI Palopo ; Leadership Style in a way direct No there is a positive influence to Motivation Work Employee at the Immigration Office Class III Non TPI Palopo ; Environment Work through Motivation Work in a way simultaneous there is a significant positive influence to Employee Performance Variables at the Immigration Office Class III Non TPI Palopo ; Leadership Style through Motivation Work in a way simultaneous there is a significant positive influence to Employee Performance Variables at the Immigration Office Class III Non TPI Palopo.

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