

**STUDY ON THE EFFECT OF LEADERSHIP STYLE, REWARD SYSTEMS, AND WORKING CONDITIONS ON EMPLOYEE WORK PERFORMANCE  
(CASE STUDY OF THE STATE PLANTATION OF MERBAU PAGAR, INDONESIA)**

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**Abstract**

The purpose of this study was to observe the influence of leadership style, reward system, working conditions on the work performance of employees of The State Plantation of Merbau Pagar, Indonesia. The samples obtained were 105 respondents, according to the above objectives, this study was formulated using respondent testing, hypothesis testing and questionnaire testing. Data collection techniques used in this study consisted of observations, interviews (interviews), questionnaires and documentation studies in the form of primary and secondary data. To facilitate problem solving, this research was carried out using a linear regression analysis method with the help of SPSS 23. The results of the study showed that, 1) Simultaneously leadership style, reward system and working conditions significantly influence work performance, 2) partially each each factor of the leadership style variable, reward system and working conditions have a significant effect on Work performance, 3) the results of the partial regression analysis indicate that the value of the working conditions factor is the most dominant factor in Work Performance.

**Keywords:** Leadership Style, Reward System, Working Conditions, Work performance

**JEL Codes:** A30, D21, J81, L25, M51