

## **ABSTRACT**

Performance has a very important role because performance is a form of the end result of the process of employees completing their duties. Employees who complete their duties properly and correctly will have high performance. There are many factors that can affect the performance of an employee, several factors that can affect employee performance include work ethic, wages, leadership and work environment.

This study uses primary data with data collection methods in the form of a questionnaire. The population in this study were all employees of the Bekasi City Bappeda, both ASN and TKK. The number of samples as many as 92 samples taken in this study using the saturated sample method. This study uses multiple linear regression analysis using SPSS version 23.

The results of this study indicate that the variables of Islamic work ethic and wages partially have a positive and significant influence on the performance of an employee of the Bekasi City Bappeda. However, the variables of leadership style and work environment partially have no effect on the performance of an employee of the Bekasi City Bappeda. Simultaneously, the four variables, namely Islamic work ethic, work environment, leadership style and wages have an influence on the performance of an employee of Bappeda Bekasi City.

Keywords: Islamic work ethic, work environment, leadership style, wages, performance