

ABSTRACT

Work performance means a result from someone both have authority and responsibility. To make a legal organization objectives, not neglecting law and matched with both moral and work ethics, the most basic thing is to affect how much they can contribute to their instance or organization including quality of services, The question for this research are : does leadership affect civil officer's work performance in Pemalang Government ?, does physical environment affect civil officers's work performance in Pemalang government ?, does compensation affect civil officers's work performance in Pemalang government ?

The population in this research is the Civil Service Personnel Agency Pemalang District in 2011 with 66 people as the subject. The study sample as many as 66 people. Sampling technique for this research is using the number of sample from the entire population of data which obtained directly from primary sources and obtained through a questionnaire obtained from the Civil Service Personnel Agency Pemalang District in 2011, The tools of hypothesis testing is using SPSS software V. 15.

Results of studies have shown that there is a positive and significant correlation between variable leadership and performance, further physical work environment variables affect the performance and compensation to performance.

Keywords: Leadership, Work Environment, Compensation, Performance