

## **ABSTRACT**

*The competition in the telecommunications business, achieving employee performance has always been the company's priority program. To sustain the company, employees who have good performance are needed. Employee performance is influenced by many variables, including leadership style, competence and physical work environment. This research takes the object of the company PT. Telekomunikasi Indonesia (Persero), Tbk. Yogyakarta Telecommunication Area.*

*This study will answer the following research questions (1) is there an influence of leadership style on employee performance, (2) is there an effect of competence on employee performance, (3) is there an influence of physical work environment on employee performance in PT. Telekomunikasi Indonesia (Persero), Tbk. Yogyakarta Telecommunication Area. With a sample of 150 respondents, the data collected using a questionnaire is processed and analyzed to see the relationship between the variables, the independent variables that influence it (regression analysis), finally conducting a hypothesis test to answer related research questions.*

*The results of this study indicate that (1) as many as 26 indicators used in this study were tested valid and reliable, (2) the relationship or correlation between the respective independent variables of leadership style (X1), competence (X2) and the physical work environment is substantial and strong. on employee performance (Y), (3) 69% of the employee performance variable (Y) is related to the variable leadership style (X1), competence (X2), and physical work environment (X3), and (4) three hypotheses in the study. This is acceptable, where (a) leadership style has a positive effect on employee performance, (b) competence has a positive effect on employee performance, and (c) the physical work environment has a positive effect on employee performance which also the variable that has the greatest influence in this study.*

*Keywords: Leadership Style, Competence, and Physical Work Environment, Performance*