THE INFLUENCE OF LEADERSHIP, COMPENSATION, WORK ENVIRONMENT, AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE PT. TRAIN INDONESIA REGIONAL DIVISION (DIVRE) II WEST SUMATRA

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Abstract

This study aims to determine how the influence of leadership, compensation, work environment and career development on employee performance of PT Kereta Api Indonesia Regional Division (DIVRE) II West Sumatra. This research method is a quantitative research method with a sample size of 71 respondents. Sampling using sampling techniques. The results showed that Leadership (X1) affects Work Achievement (Y), Compensation (X2) affects Work Achievement (Y), Work Environment (X3) affects Work Achievement (Y), Career Development (X4) affects Work Achievement (Y), and overall, Leadership, Compensation, Work Environment, and Career Development Affect Work Achievement (Y).

Keywords: Leadership, Compensation, Work Environment, Career Development, Job Achievement

INTRODUCTION

Work achievement is defined as a result of the work achieved by a person in carrying out the tasks assigned to him based on the skills, experience and ability and time given (Arif et al, 2020). Therefore, work performance is very important in a company, if employee work performance is low it can reduce the level of quality and productivity of employee work, which in turn will have an impact on reducing company revenue.

PT Kereta Api Indonesia as one of the State-Owned Enterprises (BUMN) engaged in domestic public transportation including passenger transportation, freight transportation, and non-freight transportation continues to strive to improve information systems and services in operating areas and regional divisions throughout Indonesia in order to continue to compete and become a company that is increasingly advancing its development. To continue to act as the best service in domestic public transportation, of course, the company needs quality resources that can support it all. Related to that, quality and qualified resources cannot be separated from how the company manages existing human resources.

The following is data on the number of employees at PT Kereta Api Indonesia (Persero) Divre II West Sumatra as of December 1, 2023.

Unit Position	Total
Head of Regional Division II Sumbar	1
Freight Transportation	2
Non Commercializable Assets Transport	8
Law	1
PR	2
Information System	3
Finance & HR	24

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Transportation Operations & Facilities Passengers	10
Procurement of Goods and Services	4
Security	2
Infrastructure	9
Means	5
Total	**71**

One important factor that needs to be considered in efforts to improve work performance is leadership. Siregar & Si, (2019) explained that leadership reflects the assumption that leadership is related to the deliberate process of a person to emphasize his strong influence on others to guide, structure, facilitate activities, and relationships within a group or organization. Effective leadership will only be realized if it is carried out in accordance with its functions. The results of the pre-survey show that the leadership at PT KAI has been able to do this by obtaining research results of> 50% who stated that they were satisfied and very satisfied with the leadership at PT KAI, by providing direction, informing before starting work activities, providing support and guidance to employees. This is assessed from previous research by Lestari et al., (2019) has a significant positive effect on employee performance.

Compensation is also one of the factors to improve work performance. Fernanda, (2023) explains that compensation is an extra reward for certain employees whose performance exceeds their performance standards. In this case, there is a form of compensation that greatly affects employee performance, namely non-financial compensation consisting of bonuses and allowances for leave and holidays. Often the provision of bonuses / incentives for employee achievement is not as expected and ultimately causes job dissatisfaction for employees. The results of the pre-survey show that compensation at PT KAI has been able to do this by obtaining the results of this study which state that they are satisfied with the compensation at PT KAI, paying attention to employee performance through awards, promotions, various bonuses and benefits given to employees in the form of work safety benefits, employee health benefits, benefits for employees who are married, holiday allowances and so on. This is assessed from previous research by Yolanda et al., (2018) which states that compensation is very influential on employee performance.

Another aspect that is most important and needs to be considered in efforts to improve work performance is the work environment. Octavia et al., (2022) explained that the work environment is an atmosphere where employees carry out daily work activities. A conducive work environment provides a sense of security and allows employees to work optimally. A good and clean work environment, getting enough light, free from noise and disturbance, will clearly motivate employees to do a good job. According to Sari, (2019) If you want to create a good work environment, the company must strive for good communication between leaders and employees and among fellow employees in order to create good working relationships within the company. Employees in doing a job usually only focus on the work being done so that there is a lack of communication with other employees.

Career development is a series of role experiences that are appropriately sequenced towards increasing levels of responsibility, status, power, rewards and careers (Noverdisa, 2018). Good career development is needed to foster the careers of employees, in order to provide job satisfaction to each individual employee which will also result in increased work performance for the benefit of the organization (Leuhery, 2018). The results of the pre-survey show that compensation at PT KAI has been able to do this by obtaining research results of> 50% who stated that they were satisfied with the compensation at PT KAI by providing training for employees, this was done so that the company could place employees in accordance with the employee's field. However, there is still a mismatch of work done by employees so that it affects employee performance. This is assessed from previous research by Leuhery, (2018) Career development has a significant positive effect on employee performance.

RESEARCH METHODS

The type of research used is a quantitative descriptive approach. The quantitative approach emphasizes aspects of objective measurement of social phenomena (Sugiyono, 2019). This method was chosen to describe or describe the influence of leadership, compensation, work environment, and career development on the work performance of PT Kereta Api Indonesia (Persero) Divre II West Sumatra.

The population of this study were all leaders and employees of PT Kereta Api Indonesia (Persero) Divre II West Sumatra, totaling 71 employees. Population is a generalization area consisting

of: objects / subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions (Sugiyono, 2019).

The method of sampling in this study is to use total sampling technique, which is a sampling technique that takes the entire population to be sampled. The number of samples in this study were 71 employees. In this study, the sampling technique taken was saturated sampling technique. saturated sampling is a sampling technique when all members are used as samples (Sugiyono, 2019).

RESULTS AND DISCUSSION

The validity test is used to measure whether a questionnaire is valid or not. An instrument or questionnaire is said to be valid if the questions on the instrument or questionnaire are able to reveal something that will be measured by the questionnaire (Ghozali, 2018). The significance test is carried out by comparing the calculated r value with the r table value. In determining whether or not an item is suitable for use, usually a correlation coefficient significance test is carried out at the 0.05 significance level, which means that an item is considered valid if it is significantly correlated to the total score. If r count is greater than r table and the value is positive then the item or question or variable is declared valid. Conversely, if r count is smaller than r table, then the item or question or variable is declared invalid.

Uji Validitas Variabel Kepemimpinan (X1)

No	Item Pertanyaan	r-Hitung	r-Tabel	Keterangan
1	X.1.1	0,854	0.233	Valid
2	X.1.2	0,889	0,233	Valid
3	X.1.3	0,864	0,233	Valid
4	X.1.4	0,796	0,233	Valid

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table above, it is known that the Leadership variable (X1) has a very strong Validity test value, the questionnaire is said to be valid if the r-count value is greater than the r-table (Df = n-2 = 71 = 69). So it can be interpreted that all leadership variable items have valid data by showing r-count> r-table.

Compensation Variable Validity Test (X2)

No.	Question Item	r-count	r-table	Description
1	X.2.1	0,887	0,233	Valid
2	X.2.2	0,840	0,233	Valid
3	X.2.3	0,887	0,233	Valid
4	X.2.4	0,841	0,233	Valid

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table above, it is known that the Compensation variable (X2) has a very strong Validity test value, the questionnaire is said to be valid if the r-count value is greater than the r-table (Df = n-2 = 71 = 69). So it can be interpreted that all items of the Compensation variable have valid data by showing r-count> r-table.

Work Environment Variable Validity Test (X3)

o.	Question Item	r-Count	r-Table	Description
	X..3.1	,913	0 ,233	**Valid**
	X.3.2	,887	0 ,233	Valid
	X.3.3		0	Valid

	,875	,233	
X.3.4	0		Valid
	,847	,233	

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table above, it is known that the Work Environment variable (X3) has a very strong validity test value, the questionnaire is said to be valid if the r-count value is greater than the r-table (Df = n-2 = 71 = 69). So it can be interpreted that all Work Environment variable items have valid data by showing r-count> r-table.

Based on the table above, it is known that the Career Development variable (X4) has a very strong Validity test value, the questionnaire is said to be valid if the r-count value is greater than the r-

Uji Validitas Variabel
Penegmbangan Karir (X4)

No	Item Pertanyaan	r-Hitung	r-Tabel	Keterangan
1	X.4.1.	0,786	0,233	Valid
2	X.4.2	0,907	0,233	Valid
3	X.4.3	0,880	0,233	Valid

Sumber : Data Primer yang diolah SPSS, Vers 23, 2024

table (Df = n-2 = 71 = 69). So it can be interpreted that all Career Development variable items have valid data by showing r-count> r-table.

Validity Test of Work Achievement (Y)

	No.	Item	r-	r-	Description
1	Y.1	0,825	0,223	Valid	
2	Y.2	0,911	0,223	Valid	
3	Y.3	0,896	0,223	Valid	
4	Y.4	0,839	0,223	Valid	
5	Y5	0,841	0,223	Valid	

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table above, it is known that the Work Achievement variable (Y) has a very strong validity test value, the questionnaire is said to be valid if the r-count value is greater than the r-table (Df = n-2 = 71 = 69). So it can be interpreted that all items of the Work Achievement variable have valid data by showing r-count> r-table.

Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if someone's answer to a statement is consistent or stable over time, the reliability test is a test that proves the consistency and stability of the measurement instrument. Reliability measurement is done by means of Chronbach's alpa. A questionnaire is said to be reliable if the Chronbach's value is

alpa >0.06.

1	Leadership (X1)	0,872	0,60	Reliable
2	Compensation (X2)	0,886	0,60	Reliable
3	Environment Work (X3)	0,901	0,60	Reliable
4	Development Career (X4)	0.818	0,60	Reliable
5	Work Achievement	0,914	0,60	Reliable

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table above, it is known about the reliability test from what can be seen that the reliability test value shows that all variables have a Cronbach Alpha greater than 0.06 so that it can be said that all the respective measurement concepts from the questionnaire are reliable, so that the variable concept is feasible to use as a measuring tool and all statement items can be carried out for further testing.

The normality test is used to test whether in a regression model, the dependent variable (Y) and the independent variable (X) both have a normal distribution or not. Ghozali, (2018) explains that the normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution. So the normality test is not carried out on each variable but on the residual value. There is often a common mistake that the normality test is carried out on each variable. This is not prohibited but the regression model requires normality in how to measure the residual value, not in each variable. In this study using the Kolmogorov-smirnov test, with the following normality criteria:

1) Test significance (α) = 0.05
2) If Sig./significant > α, then the sample comes from a normally distributed population
3) If Sig./significant < α, then the sample is not from a normally distributed population.

Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		71
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,78972151
Most Extreme Differences	Absolute	,084
	Positive	,084
	Negative	-,070
Test Statistic		,084
Asymp. Sig. (2-tailed)		,200[c,d]

Source: Primary data processed by SPSS, Vers 23, 2024

From the table above, it is known that the significance value of *Kolmogorov-Smirnov* shows a value of 0.200 which means greater than 0.05, it can be concluded that the residual value is normally distributed.

The multicollinearity test is used to test whether a research regression model has a correlation between independent variables. A good regression model is one in which there is no correlation between the independent variables of multicollinearity symptoms. Knowing the presence or absence of multicollinearity symptoms is by looking at the magnitude of the VIF (*Variance Inflation Factor*) value and also the *Tolerance* value. *Tolerance* measures the variability of selected variables that are not explained by other independent variables. The value used to indicate the absence of multicollinearity symptoms is the VIF value <0.05.

10 and *Tolerance* value> 0.10 Ghozali, (2018). The multicollinearity test results can be seen in the following table:

Multicollinearity Test Results

Coefficients[a]							
Model	Unstandardized Coefficients		tandardized Dized Coefficients nts		ig	Collinearity Statistics	
		td. rror	eta			oleran t e	IF
(Constant)	278	928		300	765		
Dreamership nan	474	096	377	,934	000	290	,451
Compensation	351	113	285	,093	003	199	,022
Environment Work	248	103	188	,414	019	279	,589
Developer career	293	111	180	,647	010	363	,751
a. Dependent Variable: Work Achievement							

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table of calculation results above, it shows that there is no multicollinearity, because all the numbers in the resulting VIF have a value below 10 and the Tolerance value is above 0.10. The tolerance value of the Leadership variable is 0.290 and the VIF value is 3.451. The tolerance value of the compensation variable is 0.199 and the VIF value is 5.022. The tolerance value of the work environment variable is 0.279 and the VIF value is 3.589. The tolerance value of the career development variable is 0.363 and the VIF value is 2.751. It can be concluded that the data in this study do not occur multicollinearity.

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the resedul of one observation to another (Ghozali, 2018). to test the presence or absence of heteroscedasticity, *the Sperman Rho Rank* test is used, namely by correlating the independent variables against the absolute value of the residual (error). To detect symptoms of heteroscedasticity test, a regression equation is made with the assumption that there is no heteroscedasticity then determines the absolute value of the residual, then regresses the absolute value of the residual obtained as the dependent variable and regresses the independent variable. If the significance value is> 0.05, it can be concluded that there is no heteroscedasticity.

Coefficients[a]

			X1	X2	X3	X4	Unstandardized Residual
Spearman's rho	X1	Correlation Coefficient	1,000	,600**	,635**	,554**	-,023
		Sig. (2-tailed)	.	,000	,000	,000	,847
		N	71	71	71	71	71
	X2	Correlation Coefficient	,600**	1,000	,666**	,528**	-,034
		Sig. (2-tailed)	,000	.	,000	,000	,780
		N	71	71	71	71	71
	X3	Correlation Coefficient	,635**	,666**	1,000	,575**	,026
		Sig. (2-tailed)	,000	,000	.	,000	,832
		N	71	71	71	71	71
	X4	Correlation Coefficient	,554**	,528**	,575**	1,000	,070
		Sig. (2-tailed)	,000	,000	,000	.	,560
		N	71	71	71	71	71
	Unstandardized Residual	Correlation Coefficient	-,023	-,034	,026	,070	1,000
		Sig. (2-tailed)	,847	,780	,832	,560	.
		N	71	71	71	71	71
**. Correlation is significant at the 0.01 level (2-tailed).							

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table above the calculation results using the *rank sparman rho* test, it can be seen that the significant results of each variable are greater than the standard value of 0.05. This shows that there are no symptoms of heteroscedasticity in the regression model in this study.

Multiple linear regression analysis is used to determine the effect of independent variables (Compensation, Work Environment, Organizational Culture and Workload) on the dependent variable (Job Satisfaction). The following is a multiple linear regression analysis table processed using the SPSS 23 program application.

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients		
		Std. Error	Beta		ig.
(Constant)	278	,928		300	765
Leadership	474	,096		,934	000
Compensation	351	,113		,093	003
Work environment	248	,103		,414	019
Career development	293	,111		,647	010
a. Dependent Variable: Work performance					

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the results of multiple linear regression analysis in the table above, the regression equation model is obtained as follows:

Y= α + β1X1 + β2X2 + β3X3 + β4X4 + e
Description:
Y : Value of Work Achievement Variable
X1 : Leadership Variable Value
X2 : Compensation Variable Value
X3 : Work Environment Variable Value
X4 : Career Development Variable Value
β : Magnitude of Regression Coefficient of Each Variable
α : Constant
e : Eror
Y= 0.278 + 0.474 (X1) + 0.351 (X2) + 0.248 (X3) + 0.293 (X4) + e
The equation in this study can be explained by the following decision:

1. A constant value of 0.278 means that if the variables of leadership, compensation, work environment, and career development are zero, then work performance will remain at 0.278.
2. The coefficient value of Leadership (X1) is 0.474. Which means that if leadership increases by one unit, work performance (Y) will increase by 0.474.
3. The coefficient value of compensation (X2) is 0.351, which means that if compensation increases by one unit, work performance (Y) will increase by 0.351.
4. The coefficient value of the work environment (X3) is 0.248. Which means that if the work environment increases by one unit, the work performance (Y) will increase by 0.248.
5. The coefficient value of career development (X4) is 0.293. Which means that if development increases by one unit, work performance (Y) will increase by 0.293.

This T test is conducted to partially determine whether the independent variable has a significant effect or not on the dependent variable. In this study, the t test was used to test the effect of leadership, compensation, work environment, and career development on work performance partially. If the significant value <0.05 then the independent variable (X) individually affects the dependent variable. If the significant value> 0.05 then the independent variable individually has no effect on the dependent variable. It can also be tested using the formula t-count> t-table value, by looking at the t-count which is greater than the t-table, it means that variable X has an effect on variable Y and vice versa if the t-count is smaller than the t-table, then variable X (independent) has no effect on variable Y (dependent). The following is presented Partial T Test data:

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
			Std. Error	Beta		ig.
	(Constant)	278	,928		300	765
	X1	474	,096	,377	,934	000
	X2	351	,113	,285	,093	003
	X3	248	,103	,188	,414	019
	X4	293	,111	,180	,647	010

a. Dependent Variable: Work performance

Source: Primary data processed by SPSS, Vers 23, 2024

The table shows the significance value for each variable. Then the regression equation above is as follows:

t-table = 74 the amount of data with 4 independent variables is (71-4 = 67) = 1.996

a. Based on the partial statistical test from the table, the statistical test results show that the significant value of leadership is 0.000 <0.05. It can also be seen from the leadership variable that the t-count value is 4.934> t-table 1.996. So it can be concluded that H1 is accepted, which means that the leadership variable has an effect on work performance.
b. Based on the partial statistical test from the table, the statistical test results show the significant value of compensation, which is 0.003 <0.05. It can also be seen from the compensation variable that the t-count value is 3.093> t-table 1.996. So it can be concluded that H2 is accepted, which means that the compensation variable has an effect on work performance.
c. Based on the persial statistical test from the table, the statistical test results show that the significant value of the work environment is 0.019 <0.05. It can also be seen from the work environment variable that the t-count value is 2.414> t-table 1.996. So it can be concluded that H3 is accepted, which means that the work environment variable has an effect on work performance.
d. Based on the statistical test individually from the table, the statistical test results show a significant value of career development which is 0.010 <0.05. It can also be seen from the workload variable that the t-count value is 2.647> t-table 1.996. So it can be concluded that H4 is accepted, which means that career development variables affect work performance.

The F statistical test in this study uses a significance level or confidence level of 0.05. If in the study there is a significance level of less than 0.05 or F count is stated to be greater than the F table, then all independent variables simultaneously have a significant effect on the dependent variable. And also can use the formula to find the F table, namely F (n-k) = (71 - 4) = (4; 67) = 2.51.

So it can be explained as follows:

ANOVA[a]

Model		Sum of Squares	f	ean quare		ig.
	Regression	1787,219		46,805	31,520	000[b]
	Residuals	224,217	6	,397		
	Total	2011,437	0			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X4, Total_X1, Total_X3, Total_X2

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the table, it is known that the significant number is 0.000 and the f-count is 131.520. So it can be concluded that the significant number is 0.000 which is smaller than 0.05. And also can see in the f-count which is 131.520> f-table value (2.51). This means that the variables of leadership, compensation, work environment, and career development together (simultaneously) affect work performance.

The Coefficient of Determination (r^2) essentially measures how far the ability of the independent variation model (Leadership, compensation, work environment, and career development) in explaining variations in the dependent variable (work performance). The following are the results of the coefficient of determination (r^2):

Model Summary[b]

Model		R Square	Adjusted R Square	Std. Error of the Estimate

1	,889 43[a]		,882	1,84316
a. Predictors: (Constant), Total_X4, Total_X1, Total_X3, Total_X2				
b. Dependent Variable: Total_Y				

Source: Primary data processed by SPSS, Vers 23, 2024

Based on the results of the table calculation, the coefficient of determination (Adjusted R Square) is 0.882, which means that the effect of the independent variable (X) on the dependent variable (Y) is 88.2%. And the remaining 11.8% is influenced by other variables outside the research model.

DISCUSSION

The Effect of Leadership on Employee Work Achievement at PT Kereta Api Indonesia Regional Division (Divre) II West Sumatra.

Based on the results of preliminary hypothesis testing, it is found that the Leadership variable (X1) has an effect on employee performance. This is evidenced by the results of calculations carried out using SPSS, where the leadership variable has a t-count value (4.934)> t-table 1.996 and a significance value (0.000). So the first hypothesis Ho is rejected, Ha is accepted, and if the significance value is smaller than 0.05 then the hypothesis is accepted. Conversely, if the significance value is greater than 0.05, the hypothesis is rejected. So it can be concluded that leadership affects work performance because the t-count value (4.934) > t-table 1.996 and the significance value (0.000) is smaller than 0.05. The results obtained by the first hypothesis testing stage are supported by the findings of Lubis & Susanti, (2019) which show that leadership that begins with a positive relationship with the employees is more important than a positive relationship with the employees. with Communication skills, courage, willingness to listen, and assertiveness have a positive and significant effect partially and simultaneously on work performance. Thus, the first hypothesis in this study is accepted.

The Effect of Compensation on Employee Job Performance at PT Kereta Api Indonesia Regional Division (Divre) II West Sumatra

Based on the results of preliminary hypothesis testing, it is found that the Compensation variable (X1) has an effect on employee performance. This is evidenced by the results of calculations carried out using SPSS, where the compensation variable has a t-count value of 3.093> t-table 1.996 and a significance value (0.003). So the first hypothesis Ho is rejected, Ha is accepted, and if the significance value is smaller than 0.05 then the hypothesis is accepted. Conversely, if the significance value is greater than 0.05, the hypothesis is rejected. So it can be concluded that compensation has an effect on work performance because the t-count value is 3.093> t-table 1.996 and the significance value (0.003) is smaller than 0.05.Based on the results of hypothesis research in this study, it is found that partially Compensation (X2) has a positive and significant effect on Work Performance (Y) at PT Kereta Api Indonesia (Persero) Divre II West Sumatra. PT Kereta Api Indonesia (Persero) Divre II West Sumatra is able to provide a form of compensation which can increase employee work performance. This research is in line with previous research conducted by Yolanda et al., (2018) in his research journal stated that compensation provided in the form of salaries, allowances, bonuses, and financial compensation greatly affects employee performance. Thus the second hypothesis in this study is accepted.

The Effect of Work Environment on Employee Work Performance at PT Kereta Api Indonesia Regional Division (Divre) II West Sumatra

Based on the results of preliminary hypothesis testing, it is found that the work environment variable (X3) has an effect on employee performance. This is evidenced by the results of calculations carried out using SPSS, where the work environment variable has a t-count value of 2.414> t-table 1.996 and a significance value (0.019). So the first hypothesis Ho is rejected, Ha is accepted, and if the significance value is smaller than 0.05 then the hypothesis is accepted. Conversely, if the significance value is greater than 0.05, the hypothesis is rejected. So it can be concluded that the work environment affects work performance because the t-count value is 2.414> t-table 1.996 and the significance value (0.019) is smaller than 0.05. Based on the research results of the second hypothesis in this study, it is found that partially the work environment (X3) has a positive and significant effect on work

performance (Y) at PT Kereta Api Indonesia Regional Division II West Sumatra. PT Kereta Api Indonesia Regional Division II West Sumatra. This research is in line with previous research conducted by Lestari et al., (2019), & Yantu et al., (2022) in their research journal explained that a good work environment is based on the work atmosphere, relationships between coworkers, relationships between subordinates and leaders, and the availability of work facilities has a significant positive effect on employee performance. Thus the third hypothesis in this study is accepted.

The Effect of Kerir Development on Employee Job Achievement at PT Kereta Api Indonesia Regional Division (Divre) II West Sumatra

Based on the results of preliminary hypothesis testing, it is found that the work environment variable (X3) has an effect on employee performance. This is evidenced by the results of calculations carried out using SPSS, where the work environment variable has a t-count value of 2.647> t-table 1.996 and a significance value (0.010). So the first hypothesis Ho is rejected, Ha is accepted, and if the significance value is smaller than 0.05 then the hypothesis is accepted. Conversely, if the significance value is greater than 0.05, the hypothesis is rejected. So it can be concluded that the work environment affects work performance because the t-count value is 2.647> t-table 1.996 and the significance value (0.010) is smaller than 0.05. Based on the results of the second hypothesis research in this study, it is found that partially career development (X4) has a positive and significant effect on work performance (Y) at PT Kereta Api Indonesia Regional Division II West Sumatra. This research is in line with previous research conducted by Redian et al., (2023) Career development based on career clarity, self-development, and performance quality improvement has a significant positive effect on employee performance. Thus the empet hypothesis in this study is accepted.

The Influence of Leadership, Compensation, Work Environment and Career Development on Employee Performance at PT Kereta Api Indonesia Regional Division (Divre) II West Sumatra

Based on the results of simultaneous hypothesis testing (f test) in this study, it is known that Leadership, Compensation, Work Environment, and Career Development have a positive and significant effect on the work performance of employees of PT Kereta Api Indonesia Regional Division II West Sumatra. This is because the significant value (0.00 <0.05, so the Ho hypothesis is rejected.

LITERATURE

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