

## RINGKASAN

Obyek riset yang diambil yaitu Kantor Pemerintahan Desa se- Kecamatan Kersana dan Tanjung yaitu masih minimnya kinerja dari pegawai dan perangkat desa yang ada di Kecamatan Kersana dan Tanjung. Perumusan masalah dalam penelitian ini adalah Bagaimana meningkatkan *employee performance* perangkat desa di Kecamatan Kersana dan Tanjung, Penelitian ini bertujuan untuk menganalisis pengaruh *authentic leadership* dan *work environment* terhadap *employee performance* di Kantor Pemerintahan Desa se-Kecamatan Kersana dan Tanjung, dengan mempertimbangkan *job satisfaction* sebagai variabel *intervening*.

Penelitian ini mengambil sampel sebanyak 168 responden dengan teknik pengambilan sampel dalam penelitian ini menggunakan *pusposive sampling* yaitu pengambilan sampel didasarkan kriteria atau pertimbangan. Analisis data menggunakan *software smartpls*.

Hasil pengujian menunjukkan bahwa *Authentic Leadership* dan *Work Environment* berpengaruh positif terhadap *Job satisfaction*. Hasil lainnya ditemukan *Authentic Leadership*, *Work Environment* dan *Job satisfaction* berpengaruh positif terhadap *Employee Performance*. Pada uji efek mediasi, ditemukan *Job satisfaction* memediasi pengaruh *Authentic Leadership* dan *Work Environment* terhadap *Employee Performance*.

Temuan ini memberikan wawasan penting bagi kepala desa dalam meningkatkan *employee performance* melalui pengembangan kepemimpinan dan perbaikan *work environment* di Kantor Pemerintahan Desa. Dengan memahami karakteristik demografis perangkat desa, kepala desa dapat merancang pendekatan yang lebih terarah dan strategis untuk memenuhi kebutuhan pegawai.

**Kata kunci :** *authentic leadership, work environment, job satisfaction* dan *employee performance*

## **SUMMARY**

*The research object taken was the Village Government Offices in Kersana and Tanjung Districts, namely the lack of performance of employees and village officials in Kersana and Tanjung Districts. The formulation of the problem in this research is How to improve employee performance of village officials in Kersana and Tanjung Districts. This research aims to analyze the influence of authentic leadership and work environment on employee performance in Village Government Offices in Kersana and Tanjung Districts, by considering job satisfaction as an intervening variable .*

*This research took a sample of 168 respondents with the sampling technique in this research using purposive sampling, namely sampling based on criteria or considerations. Data analysis using smartpls software.*

*The test results show that Authentic Leadership and Work Environment have a positive effect on job satisfaction. Other results found that Authentic Leadership, Work Environment and Job satisfaction had a positive effect on Employee Performance. In the mediation effect test, it was found that Job satisfaction mediates the influence of Authentic Leadership and Work Environment on Employee Performance.*

*These findings provide important insights for village heads to enhance employee performance through leadership development and improvement of the work environment at the Village Government Office. By understanding the demographic characteristics of village officials, village heads can design more targeted and strategic approaches to meet the needs of employees.*

**Keywords:** *authentic leadership, work environment, job satisfaction and employee performance*

