The Relationship between Leadership Behavior and Work Culture with Employee Work Performance in the City Administration Parks Department West Jakarta

Ismi Nurmawati
Student Administrative Masters Program University of Krisnadwipayana, Indonesia

Veithzal Rivai Zainal
Professor Master of Administrative Sciences University of Krisnadwipayana, Indonesia

Aziz Hakim
Lecturer Master of Administrative Sciences University of Krisnadwipayana, Indonesia

Abstract: The problem formulation in the research is the relationship between leadership behavior and work culture partially and simultaneously with work performance at the West Jakarta City Administration Parks Department. This research aims to determine and analyze the relationship between leadership behavior and work culture partially and simultaneously with work achievements at the West Jakarta City Administration Parks Department.

The research method used in this research is a descriptive research method with the approach used in this research being quantitative. The number of sample members 100% representing the population is the same as the population itself, so the sample of employees of the West Jakarta Administrative City Parks Department is 28 people.

Based on the results of the research that has been carried out, it was found that a) The results of the research analysis illustrate that there is a very significant relationship between leadership behavior and employee performance. This proves that there is a strong and significant relationship between leadership behavior and performance within the City Parks Department. West Jakarta Administration. b) The results of the research analysis of the performance culture variable and employee performance show that there is a significant relationship, this proves that there is a strong and significant relationship between performance culture and performance within the West Jakarta Administrative City Parks Department. c) Meanwhile, the results of the joint analysis between leadership behavior and performance culture and employee performance within the West Jakarta City Administration Parks Department show that there is a very meaningful relationship, namely a strong and significant relationship.

Keywords: Leadership Behavior, Work Culture, Work Performance

Introduction

The development of West Jakarta is the result of the integration of various sectors, one of which is the development of Green Open Space (RTH). The Green Open Space (RTH) development program is an environmentally friendly development to make Jakarta more beautiful, harmonious, sustainable, and humane.The management of landscaping, greening, and beauty of the city of West Jakarta is accountable to the West Jakarta Administrative City Parks Department.

Based on DKI Jakarta Provincial Regional Regulation Number 3 of 2001 concerning the Composition of Regional Apparatus and the Secretariat of the Regional Representative Council of DKI Jakarta Province as well as Governor Regulation Number 173 of 2009 concerning the Structure and Work Procedures of the DKI Jakarta Provincial Parks and Cemeteries Service, the main duties of the Jakarta City Administration Parks Department West is as follows "Implementing Programs and Policies that have been determined by the DKI Jakarta Provincial Parks and Cemeteries Service including planning, development, construction, arrangement, maintenance, care and supervision of parks, green belts and urban beautification facilities in the City Administration area."

Behavior is essentially based on studies in the science of leadership behavior itself and was developed with a focus on human behavior in organizations. Where a leader provides a good role model in the organization, so that work activities become effective and are supported by a work culture that has a conducive work atmosphere and environment, of course creating productive employee work performance to achieve organizational goals effectively and efficiently.

In line with the above, it is generally said that employee work performance is the dependent variable discussed, which supports solving the problems faced by the West Jakarta City Administration Parks Department through good employee work performance, as a real challenge in the next few years, further in this case wants to focus on two factors related to employee work performance as independent variables, namely leadership behavior and work culture. For this reason, the problem of not meeting work targets is that in 2012 the implementation of activities was carried out simultaneously in all work units, and until the end of the year there were still obstacles, so even though there was employee work performance, there were still several problems, namely: (a) optimal behavior had not been achieved. leadership is sought to be supported by coaching to increase knowledge about behavior and morals which, whether intentional or unintentional, are detrimental to the organization; (b) optimal work culture has not been achieved, because employees are accustomed to being late at the West Jakarta City Administration Parks Department for the reason of taking care of family needs and urgent needs; (c) employees' work performance has not been achieved optimally, because they work lazily by reading newspapers for hours and chatting with friends who have nothing to do with work; (d) decreasing environmental quality where the level of urbanization is quite high among residents/migrants, most of whom want to find work and make a living, this condition triggers and spurs these immigrants to occupy empty land that has green belt or park status, whereas in areas that were still affordable soon grew into slums and dense settlements; Due to difficulties and the small amount of land available compared to the population of the city, the space that should have been a Green Open Space has changed its function to meet the demands of development and activities of the city community.

The real impact is that the area of Green Open Space is increasingly narrowing, the decline in the quantity and quality of public open space, both in the form of Green Open Space (RTH) and non-green open space, has resulted in a decline in the quality of the urban environment such as frequent flooding in urban areas, high air pollution. and increasing social insecurity (crime and brawls between residents), as well as decreasing community productivity due to stress which will have an impact on the development of the city area; (e) the conversion of park functions has resulted in a lot of re-functionalization of parks and green belts, the use of which has changed to become gas stations, food stalls, street vendor stalls, car washes, workshops and so on, in addition to open (green) areas such as green traffic lanes, riverbanks, lakes or beaches, railway linebanks, empty land and the like become easy targets for immigrants to use as illegal residential areas so that increasingly land that was originally intended as a means of security or protection of various the city's physical infrastructure is covered by illegal settlements; (f) this results in a decrease in positive factors supporting the environment, comfort and coolness of the city as well as disrupting the health of residents which has an impact on the performance and quality of life of city residents; (g) social problems have resulted in a decline in community discipline regarding the very low availability of parks/green lanes, illegal occupations have mushroomed everywhere and are difficult to overcome, and many city parks have been damaged.

Apart from that, cannibalism of garden facilities continues to increase, and theft of ornaments and garden/greenway facilities such as fences, pots, garden lights, and garden watering equipment also often occurs. These things hamper the efforts of the West Jakarta City Administration Parks Department to make the West Jakarta area a beautiful and comfortable city; (h) the need for space for movement/social interaction of the community, so that dense residential areas result in a scarcity of places to socialize, land acquisition for public facilities is hampered by the reluctance of the community to be released according to the Tax Object Sales Value (NJOP) standards; without realizing it, on the other hand, in reality, the need for space for people to move around is felt to be getting higher, the limited and scarce space for people to move around for interactions and activities has given rise to various psychological deviation impacts on society, the sense of kinship and cooperation has turned into violence and egoism due to the lack of parks as a means to communicate with each other. interacting and a place for children to play, so that it will indirectly form a tough character in these children. Research conducted by Junita, B., Subagja, IK, & Hakim, (2022); Supriyatno, B., & Hakim, A. (2023) that leadership and culture work impact enhancement of performance of employees. So also with study Koto, EA, Samudra, AA, Zainal, VR, Sumrahadi, A., Hakim, A., Hariyadi, AR, & Subagja, IK (2019).

Literature Review
Leadership Behavior
Suwatno and Priansa (2011), stated thatThe behavioral approach no longer tries to find answers to the characteristics of leaders, but tries to find out what leaders do. How they communicate with and motivate their subordinates, how they carry out tasks, and so on.

Pasolong (2008), stated that the results of research by experts are explained through the concept of leadership which begins to study leader behavior. As a result of this behavior, a picture of leader behavior is obtained, namely that there are two main dimensions of leadership known as consideration and initiation structure.

The behavior change required by every bureaucratic leader is responsiveness to various environmental demands, through various approaches and methods that are more creative and innovative, having an entrepreneurial spirit, and having high flexibility. With this change, the bureaucracy is more interest-oriented.

Thoha (2003), says thatLeadership behavior is a function and interaction between an individual and his environment, where a person's behavior is not only determined by himself but is determined by the extent of instructions between himself and the environment.

Pasolong (2008), stated that the behavior of bureaucratic leaders is closer to the community with a basic attitude of serving, not being served.Sopiah (2008), states that appropriate leadership behavior will be able to lead more effectively. However, reset shows that leadership behavior that is appropriate in one situation is not always appropriate in another situation.Pasolong (2008), states that a good leader will adapt his behavior to the demands of circumstances, examples of circumstances that must be adjusted to effective behavior in dealing with these circumstances.

Culture Work

According to Triguno, (2000) said that work culture is a philosophy based on a view of life as values that become traits, habits, and driving forces, entrenched in the life of a community group or organization, then reflected in attitudes into behavior, beliefs, ideals. -ideas, opinions, and actions that are realized as "work" or "work". Organizational work culture is management which includes the development, planning, production, and service of a quality product in the sense of optimal, economical, and satisfying.

In the KORPRI Yogyakarta Special Region Seminar in November 1992, it was concluded that:
a. Work culture is a component of human quality that is closely linked to national identity and is a basic benchmark for development.
b. Work culture can help determine the integrity of the nation and be a major contributor to ensuring the continuity of the nation's life.
c. Work culture is closely related to its values, especially the nation's philosophy which can encourage the highest work performance.

The work culture program will become a reality through a long process because changing old values to new values will take time to become a habit and continuous refinement and improvement.The color of work culture is productivity, which is work behavior that can be measured, including hard work, tenacity, discipline, productivity, responsibility, motivation, benefits, creativity, dynamic, consistent, consistent, responsive, independent, getting better, and so *on*. other.

Meanwhile, Atmodiwirio (2000), stated that work culture is the result of research in the industrial world which is attempted to be applied to public organizations. Through work culture, it is hoped that every official will be able to become a manager of government administration which includes development, planning, production, and service as well as quality products in the sense of optimal, economical, and useful.

Work Performance

The meaning of work performance varies. Before discussing the meaning of job performance, it is necessary to first differentiate between the meanings of job performance proficiency meritand work productivity, because these definitions have almost the same meaning. If you do not differentiate between one meaning and another, it will result in overlapping in their use.

Sutrisno (2009) stated that work performance is the result of work that a person has achieved from their work behavior in carrying out work activities.Soeprihanto (2001), stated that determining work performance standards requires several aspects, such as work distribution, research, and determining time standards for work with or without machines. From the combination and analysis of these aspects, work performance standards are obtained.

Wexley and Yukl in As'ad (2001), stated that proficiency has a broader meaning because it simultaneously includes aspects of effort, job performance, initiative, loyalty, leadership potential, and work morale. Meanwhile, Maer was quoted by As'ad (2001), states that merit is more of a general aspect than perfection, while work productivity is a comparison between input and output.

Umam (2010), stated that work performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness, and time.Meanwhile, Sutrisno (2009), defines Achievement as a record of the results obtained from certain job functions or certain activities during a certain time.

According to Riduwan (2007), work performance measures five indicators, namely: work quality, work quantity, employee consistency, employee attitude, and responsibility.Umam (2010) stated that work

performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness, and time.

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Research Method

Design Research
Using a survey research method with a quantitative approach, which is correlational, to see how much the independent variable has a relationship with the dependent variable, namely leadership behavior and work culture variables with employee work performance. The research was conducted on a group of individuals, namely employees at the West Jakarta City Administration Parks Department. Through this method, we hope to be able to examine specific aspects of a social situation in depth, namely aspects of the relationship between leadership behavior and work culture with employee work performance.

The research was conducted with a group of individuals, these were employees at the West Jakarta City Administration Parks Department. This research method was chosen mainly because of the limited time, costs, and energy that researchers have. With this problem, researchers hope to be able to examine specific aspects of a social situation in depth, in this case, aspects of the influence of leadership style and employee empowerment on employee performance. The disadvantage of this research method is that because it studies specific aspects, the possibility of achieving generalizations is very limited.

Population and Sample
In general, the population is meant as a generalized area consisting of objects/subjects that have certain qualities and characteristics, Sugiyono (2009). The population in this study were employees at the West Jakarta City Administration Parks Department which has a total of 28 employees.

In this research (Sugiyono, 2009), the sampling technique used is the census technique or saturated sampling, which is a sample research technique in which all members of the population are used as samples, this is often done when the population is relatively small, another term for saturated sample or census is all members of the population are sampled.From Sugiyono's (2009) opinion, the number of samples in the research was 28 people.

Data Processing Techniques
In processing data to provide an explanation or description of the problem being discussed, the data that has been collected from respondents in the form of questionnaire answers will be processed through several stages of data processing, namely:Editing, Scoring, and Data Tabulation.

Analysis Method
Sugiyono (2009), testing the validity of data, often only emphasizes validity and reliability tests. In quantitative analysis, the main criteria for data results are valid, reliable, and objective. Validity is the degree of accuracy between data that occurs on an object and data that can be reported. Thus, valid data is data that does not differ between the data reported by the data and the data that occurs on the object.The data analysis technique used in this research is statistical inference analysis.

Results and Discussion

1. Relationships Leadership Behavior (X_1) With Employee Work Performance (Y)
To test the hypothesis the use analysis product moment. As for formula analysis correlation product moments are:

$$rx_1 y = \frac{\sum x_1 y}{\sqrt{\left(\sum x_1{}^2\right)\left(\sum y^2\right)}}$$

Furthermore For count mark $r_{x_1 y}$, that is between behavior leadership with employee work performance on West Jakarta Administrative City Parks Department, results the calculation is as follows:

$$rx_1 y = \frac{\sum x_1 y}{\sqrt{\left(\sum x_1{}^2\right)\left(\sum y^2\right)}}$$

$$r_{x_1 y} = \frac{3,55011}{\sqrt{(5,10035)(3,94527)}}$$

$$r_{x_1 y} = \frac{3,55011}{\sqrt{20,12226}}$$

$$r_{x_1 y} = \frac{3,55011}{4,48578}$$

$$r_{x_1 y} = 0,791$$

Based on the results of these calculations, the correlation coefficient found was rx $_1$ y = 0.791. After consulting this value with the previous interpretation guideline table, it is known that the correlation coefficient is included in the strongly positive category because it is between the interval (0.60 – 0.7999). This shows that leadership behavior has a positive and strong relationship with employee work performance at the West Jakarta Administrative City Parks Department. Meanwhile, to determine the contribution of leadership behavior to employee work performance, it can be calculated using the coefficient of determination (r) ^{2} using the following formula:

Kd = r ^{2} x 100 %
= (0.791) ^{2} x 100%
= 0.627 x 100%
= 62.7%

Based on these calculations, this means that 62.7% of leadership behavior has a relationship with employee work performance while the remaining 37.3% has a relationship with other factors. Apart from leadership behavior, other factors have a relationship with employee work performance, such as transformational leadership.Next, to find out what the relationship between leadership behavior is and the work performance of employees at the West Jakarta City Administration Parks Department.

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,792\sqrt{28-2}}{\sqrt{1-(0,92)^2}}$$

$$t = \frac{4,0377}{0,6107}$$

$$t = 6,611$$

From the calculation of the results mentioned above _ so obtained mark t count equal to = 6.611 states there is a positive relationship _ And the significance between behavior leadership with employee work performance is " *accepted"*. So the conclusion behavior leadership to employee work performance of 0.792 is positive strong and significant, meaning coefficient the can be enforced all over the population.

2. Relationships Culture Work (X$_2$) With Employee Work Performance (Y)

For test between- work culture hypothesis work to employee work performance use analysis *product moment*. As formula analysis correlation product moment (Sugiyono, 2009) is as follows:

$$r_{x_2 y} = \frac{\sum x_2 y}{\sqrt{\left(\sum x_2^2\right)\left(\sum y^2\right)}}$$

For count price $r_{x_2 y}$, that is culture work to employeework performance on Ethnic group Service West Jakarta Administrative City Parks.

$$r_{x_2 y} = \frac{\sum x_2 y}{\sqrt{\left(\sum x_2^2\right)\left(\sum y^2\right)}}$$

$$r_{x_2 y} = \frac{3,251362}{\sqrt{(4,458234)(3,941055)}}$$

$$r_{x_2 y} = \frac{3,251362}{\sqrt{17,57015}}$$

$$r_{x_2 y} = \frac{3,251362}{4,19168}$$

$$r_{x_2 y} = 0,776$$

Based on the results of these calculations, the correlation coefficient found is rx$_2$ y = 0.721. After this value is consulted with the previous interpretation guideline table, it can be seen that the correlation coefficient is included in the strongly positive category. This shows that work culture has a strong positive relationship with employee work performance. Meanwhile, to determine the contribution of work culture to employee work performance, it can be calculated using the coefficient of determination (r)^2 using the following formula:

Kd = r^2 x 100 %
   = (0.776)^2 x 100%
   = 0.602 x 100%
   = 60.2%

Based on these calculations, this means that 60.2% of work culture has a relationship with employee work performance, while the remaining 39.8% has a relationship with other factors. Apart from work culture, other factors are related to employee work performance, such as employee development. Next, to find out whether the relationship between work culture and employee work performance at the West Jakarta City Administration Parks Department is significant or not, its significance needs to be tested using the t formula, which is as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,776\sqrt{28-2}}{\sqrt{1-(0,776)^2}}$$

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$$t = \frac{3,9552}{0,6311}$$

$$t = 6,267$$

From the calculation of the results obtained mark t count = 6.267, next compared to with mark t table For error 5 % test two party and dk = n- k; 28 - 2 = 26, and obtained t table = 2.056, there is positive relationship _ And significant between culture Work with employee work performance is " *accepted* ". So the conclusion culture Work to employee work performance of 0.776 is positive strong and significant, meaning coefficient the can be enforced all over the population.

3. Relationships LeadershipBehavior (X_1) and Culture Work (X_2) together with Employee Work Performance (Y)

As for before doing the test hypothesis correlation double between behavior leadership (X_1) and culture work (X_2) together to employee work performance (Y), formerly calculated the correlation between leadershipbehavior (X_1) towards culture work (X_2) with formula as following :

$$r\, x_1 x_2 = \frac{\sum x_1 x_2}{\sqrt{\left(\sum x_1^2\right)\left(\sum x_2^2\right)}}$$

$$= \frac{3,754323}{\sqrt{(5,100347)(4,458234)}}$$

$$= \frac{3,754323}{\sqrt{22,73854}}$$

$$= \frac{3,754323}{4,768495}$$

$$= 0,787$$

Furthermore For test correlation double between behavior leadership (X_1) and cultural work (X_2) together to employee work performance (Y) on Ethnic group Service West Jakarta Administrative City Parkscan calculated with the formula as follows (Sugiyono, 2009):

$$Rx_1 x_2 y = \sqrt{\frac{r_{x_1 y}^2 + r_{x_2 y}^2 - 2 r_{x_1 y} \cdot r_{x_2 y} \cdot r_{x_1 x_2}}{1 - r_{x_1 x_2}^2}}$$

$$R_{X_1 X_2 y} = \sqrt{\frac{(0,792)^2 + (0,776)^2 - 2.(0,792).(0,776).(0,787)}{1 - (0,787)^2}}$$

$$R_{X_1 X_2 y} = \sqrt{\frac{(0,627) + (0,602) - 0,9672}{1 - 0,620}}$$

$$R_{X_1 X_2 y} = \sqrt{\frac{1,2287 - 0,9672}{0,3801}}$$

$$R_{X_1 X_2 y} = \sqrt{\frac{0,2615}{0,3801}}$$

$$R_{X_1 X_2 y} = \sqrt{0,688}$$

$$R_{X_1 X_2 y} = 0,829$$

Based on the results of these calculations, the multiple correlation coefficient found is $Rx_1x_2y = 0.829$. After consulting this value with the previous interpretation guideline table, it is known that the multiple correlation coefficient is included in the very strong category. This shows that leadership behavior and work culture together have a very strong positive relationship with employee work performance in the West Jakarta Administrative City Parks Department. This relationship applies to the entire population. To predict the magnitude of the relationship between leadership behavior and work culture together with employee work performance at the West Jakarta Administrative City Parks Department, this is done by calculating the coefficient of determination, namely using the formula for squaring the correlation coefficient value ($R2$) as follows:

$$Kd = R^2 \times 100\%$$
$$= (0.829)^2 \times 100\%$$
$$= 0.688 \times 100\%$$
$$= 68.8\%$$

This means that 68.8% of leadership behavior and work culture together have a relationship with employee work performance, then the remaining 31.2% have a relationship with other factors. Apart from leadership behavior and work culture, other factors are related to employee work performance, such as employee work effectiveness. Furthermore, to test the significance of the double correlation between leadership behavior and work culture together on employee work performance in terms of its possibility of being applied to the entire population, the researcher carried out a test by determining the calculated F value which was consulted with the F table value using the formula (Sugiyono, 2009)as following:

$$F_{hit} = \frac{R^2/k}{(1-R^2)/(n-k-1)}$$

$$F = \frac{(0,829)^2/2}{(1-0,829^2)/(28-2-1)}$$

$$F = \frac{0,3440}{(0,3120)/25}$$

$$F = \frac{0,3440}{0,0125}$$

$$F = 27,563$$

So obtained mark F count amounting to 27,563 values this furthermore consulted with the F table, for et al numerator = 2 and et al denominator = (28-2-1) = 25 is obtained mark F table on level specified error is 5 % = 3.38. In this matter this applies provision when the F count is bigger from the F table, then coefficient correlation double tested is significant, can apply for all overpopulation. From the calculation above it turns out F count > F table (27.563 > 3.38), then can stated that there is positive relationship very strong and significant between behavior leadership and culture work in a way together with employee work performance on West

Jakarta Administrative City Parks Department is accepted or proven, that is if behavior leadership as well as culture work, then employee work performance also will increases.

Discussion

Based on the proposed hypothesis connection behavior leadership and culture Work with employee work performance on Ethnic group Service West Jakarta Administrative City Parks, then need discussed existence of each variable.

The leadership behavior variable (X_1) has a correlation coefficient of 0.792, which means that leadership behavior has a strong relationship with employee work performance. Meanwhile, the coefficient of determination (r^2) is 0.627, meaning that the leadership behavior variable contributes 50% in explaining employee work performance variables.

As for the work culture variable (X_2), it has a strong relationship with employee work performance, namely with a correlation coefficient value of 0.776. The work culture variable has a coefficient of determination (r^2) of 0.602, meaning that the work culture variable contributes 60.2% in explaining employee work performance.

The results of the simultaneous analysis show that leadership behavior and work culture have a strong positive relationship with employee work performance. This level of leadership behavior has a direct relationship with employee work performance. It has been proven significantly from partial and simultaneous research results that it is known that employee work performance in the West Jakarta Administrative City Parks Department can be determined by leadership behavior and work culture factors, namely visible the resulting relationship contribution (R^2) was 68.8%, and the remaining 31.2% was determined by other factors outside this research model.

Based on the above, namely the variables of leadership behavior and work culture on employee work performance, it shows that the magnitude of the quantitative relationship between variables can be explained as follows:

a. The relationship between variable X_1 (leadership behavior) and Y (employee work performance) needs to be analyzed because leadership behavior is a multi-dimensional thing. This is a limited number, and varies according to the personality of the leader, the task requirements determined by him and his followers, and the organizational and physical environment in which they carry out operations based on honesty, intelligence, obedience, effort (work ethic), and self-esteem.

b. The relationship between variables is then reflected from attitudes into behavior, beliefs, ideals, opinions, and actions which are manifested as "work or work".

c. The relationship between variables X_1 (leadership behavior) and the responsibilities given to him.

Identifying leadership behavior and work culture will have an impact on employee work performance. Based on the thoughts above, according to the researcher's hypothesis, it is stated that leadership behavior and work culture have a strong relationship with employee work performance in the West Jakarta City Administration Parks Department.

The magnitude of the relationship between the two independent variables and the dependent variable also shows the reality of how to implement and improve employee work performance optimally. This reality has been answered by the existence of appropriate leadership behavior and work culture.

In practical terms, the two variables work together, meaning that in the process leadership behavior and work culture can become variables or factors that determine whether employee work performance is high or low. If leadership behavior and work culture are appropriate, employee work performance will automatically increase.

In this discussion, it is concluded that the two independent variables above show that there is a very significant relationship, meaning that without leadership behavior and work culture, the work performance of employees in the West Jakarta Administrative City Parks Sub-Department cannot be improved or implemented optimally.

Interpretation

This research has succeeded in testing the analyzed hypothesis while analyzing and interpreting relationships between Leadership behavior and work culture on employee work performance at the West Jakarta City Administration Parks Department using simple correlation coefficients and multiple correlation coefficients as well as using multiple linear regression equations.

However, it is realized that this research is limited to two independent variables, namely the leadership behavior variable and work culture with the dependent variable, namely employee work performance at the West Jakarta City Administration Parks Department. So it does not rule out the

possibility of conducting further research. This is because there are still many limitations in this research activity, such as limited time and energy in conducting research.

Conclusion

Based on the results of research, which has been done to test the hypothesis and answer the formulation problem posed, the _ researcher can interesting conclusion as follows:

Results analysis about connection behavior leadership with employee work performance showed by coefficient correlation *r* of 0.792 means strong correlationand positive. It means that the more good behavior leadership the more performance also increases work employees. Results coefficient determination (KD) was obtained at 0.627, meaning that the big contribution connection between behavior leadership with employee work performance s amounted to 62.7 % and the remaining 37.3% is caused by other factors. Results study this more strengthened Again with the existing test hypothesis that suggests that t count = 6.611 > t table = 2.056 Ho is rejected and Ha accepted so that has proven that there is a positive relationship _ strong and significant between behavior leadership with employee work performance.

Based on the results of the analysis regarding the relationship between work culture and employee work performance, it is shown by the correlation coefficient *r* of 0.776, meaning a strong and positive correlation. This means that the better the work culture, the more employee work performance will increase. The coefficient of determination (KD) result was 0.602, meaning that the contribution between work culture and employee work performance was 60.2% and the remaining 39.8% was caused by other factors. The results of this research are further strengthened by the hypothesis test which shows that t = 6.267 >t able = 2.056, so Ho is rejected and Ha is accepted, thus proving that there is a strong and significant positive relationship between work culture and employee work performance.

Meanwhile, the results of the joint analysis of the relationship between leadership behavior and work culture and employee work performance conclude that the relationship indicated by the correlation coefficient *R* of 0.829 is a very strong positive correlation. This means that the better the leadership behavior and work culture, the greater the employee's work performance, while based on the coefficient of determination (KD) obtained 0.688, this result means that the contribution of the variables between leadership behavior and work culture together with employee work performance is greater. then the remaining 31.2% is caused by other factors. The research results are further strengthened by the hypothesis test which shows F count = 27.563 > F table = 3.38, so Ho is rejected and Ha is accepted so it has been proven that there is a strong and significant positive relationship between leadership behavior and work culture together with employee work performance.

Suggestion

Based on the results study and discussion in the conclusion above, try to provide possible suggestions that can be followed up, as follows:

Leadership behavior is recommended to be professional in carrying out work because professional behavior is expected in providing work results so that in turn it can increase service to the organization.It is recommended that the West Jakarta City Administration Parks Department optimize work culture to be more disciplined, and obey the rules so that they have a good work ethic.

Employee work performance is good. It is recommended that the work results that have been achieved be maintained and further improved in carrying out work activities through job knowledge, initiative, mental dexterity, and employee attitude with information about the high and low levels of a person's work performance in the work performance assessment process.

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