

# **“The Imprint of Leadership, Workenvironment and Incentive to The Employee’s Work Motivation at PTPN XII Area II Glantangan estate Jember”**

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## **ABSTRACT**

A success of firm can be influenced by one of the employee’s work motivation in which they hand it actively in the firm, the highest of the employee’s work motivation, Will produce the highest quality and prestige. This research is done at PTPN XII area II Glantangan estate Jember. The free variables of the research are leadership ( $X_1$ ), work environmwnt ( $X_2$ ), and Incentive ( $X_3$ ). The analysis technique which is used on the research is variable linear regression. From the test result of SPSS 16.0 for windows can be concluded that (1) leadership variable ( $X_1$ ) impacts significantly to the employee’s work motivation (Y) at PTPN XII area II Glantangan estate Jember. (2) work environment variable ( $X_2$ ) impacts significantly to the employee’s work motivation (Y) at PTPN XII area II Glantangan estate Jember. (3) Incentive variable does not impact significantly to the employee’s work motivation (Y) at PTPN XII area II Glantangan estate Jember. (4) The test trial of F can be concluded that the leadership ( $X_1$ ), work environment ( $X_2$ ) and incentive variables impact simultaneously and significantly to the employee’s work motivation (Y) at PTPN XII area II Glantangan estate Jember. (5) The variable which influences dominantly to the employee’s work motivation at PTPN XII area II Glantangan estate Jember is work environment.

Key words : work motivation, leadership, work environment, Incentive

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