

**THE INFLUENCE OF ORGANIZATIONAL STRUCTURE, LEADERSHIP AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PERSADA INDONESIA**

THESIS



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MANAGEMENT STUDY

ECONOMICS AND BUSINESS

UNIVERSITAS PEMBANGUNAN NASIONAL "VETERAN"

EAST JAVA

2026

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**Submitted to Fulfill the Requirements for the
Degree of Bachelor of Management**



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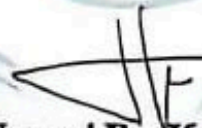
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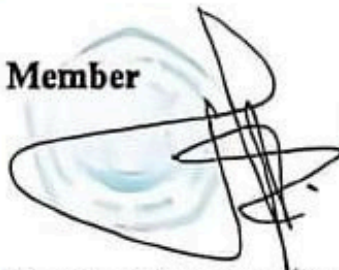
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FOREWORD

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that togetherness can endure even as time passes.

The author realizes that the limitations of his knowledge and abilities have
resulted in this thesis still having shortcomings. Therefore, he greatly
appreciates constructive criticism and suggestions for future improvements
and refinements

Surabaya, December 20, 2025

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ABSTRACT

Increasingly fierce business competition demands that companies improve employee performance through organizational structure, leadership, and a productive work environment. This study aims to analyze the influence of organizational structure, leadership, and the work environment on employee performance at Persada Indonesia.

This study employed a quantitative approach and data collection using a questionnaire. The population and sample were all 50 Persada Indonesia employees. The sampling technique used saturated sampling and Partial Least Squares (PLS).

The results of this study indicate that organizational restructuring, leadership, and the work environment have a significant positive effect on employee performance at Persada Indonesia. These findings suggest that an appropriate organizational structure, leadership, and a supportive work environment will improve employee performance.

Keywords: *Organizational Structure, Leadership, Work Environment, Employee Performance*