

## ABSTRACT

*This study is to determine the effect of career development, leadership and work environment on employee performance at PT. Angkasa Pura Support Surabaya. This research was conducted using a quantitative approach, namely research that focuses on testing hypotheses using statistical analysis tools and producing generalizable conclusions. The population used in this study were all employees at PT. Angkasa Pura Support Surabaya which accommodates 596 people. The sampling technique in this study using random sampling or random samples. In sampling, researchers are subjects in the population so that all subjects are considered the same. Thus, the researcher gives equal rights to each subject to have the opportunity to be selected as a sample. The number of samples taken in this study were 75 respondents, namely employees at PT. Angkasa Pura Support Surabaya. The test tool used is multiple linear regression analysis technique with the help of SPSS 21.0 software. From the results of the research that has been done, it can be said that the results of the validity test are valid, the reliability test is reliable. Multiple linear regression analysis obtained by modeling is  $Y = 0.038 + 0.404 X1 + 0.375 X2 + 0.235 X3$ . From the results of the F test, it was found that career development (X1), leadership (X2) and work environment (X3) had an effect on employee performance (Y) at PT. Angkasa Pura Support Surabaya. From the results of the t test, it can be seen that career development (X1), leadership (X2) and work environment (X3) affect employee performance (Y) at PT. Angkasa Pura Support Surabaya*

*Keywords: Career Development, Leadership, Work Environment, Performance*