

CHAPTER 1

EMPLOYEE PERFORMANCE IMPROVEMENT ANALYZING TROUGHT THE LEADERSHIP STYLE, WORK CULTURE AND REMUNERATION ON JOB SATISFACTION AT SURABAYA AGRICULTURAL QUARANTINE CENTER

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1. Introduction

Based on the Decree of the Minister of Agriculture, Number 22 / Permentan / OT.140 / 4/2008 dated April 3, 2008, concerning the Organization and Work Procedure of the Agricultural Quarantine Technical Implementing Unit, the Animal Quarantine Sector has the primary duties and functions of serving animal quarantine operations, monitoring biosafety animal, and technical facilities, as well as management of information systems and documentation. There are so many working areas that reach 11 UPTs for East Java and are located far from the center of the Central Agricultural Quarantine Unit, allowing the operational management system to be disrupted. A good management information system is needed to improve handling and consistency with the prevailing laws and regulations.

To regulate, supervise, and control the various functions of systems in the organization so that they are consistent with organizational goals, a leader is needed in improving employee work [1]. The rapid changes in the environment and technological developments increase the diversity of problems and challenges organizations face, thus demanding the need for the organization to have a leader