

ABSTRACT

In this era of global competition, companies are required to be able to compete, so companies must have good performance. One component of creating a company performance in order to compete is superior human resource performance. One factor that can affect performance is job satisfaction. Job satisfaction can be influenced by the work environment, leadership style, and the organizational culture of company. So the purpose of this study is to find out and analyze the influence of the work environment, leadership style, and organizational culture on employee performance through employee job satisfaction.

This research uses quantitative methods by distributing questionnaires to get respondent data. The population of this study was blue-collar workers in the food industry sector which amounted to 157 employees. The sample used amounted to 100 employees of CV. Virgin Cake and Bakery Ungaran branch. Data analysis techniques in this study used Partial Least Square with SmartPLS 3.0 software to determine the path efficiency and the effect of independent variables on the dependent variables.

The result shows that the work environment has a positive but not significant effect on employee job satisfaction and employee performance. Leadership style has a positive but not significant effect on employee performance. On the other hand, leadership style and organizational culture have a positive and significant effect on employee job satisfaction. In addition, organizational culture and employee job satisfaction have a positive and significant effect on employee performance.

Keywords: Work Environment, Leadership Style, Organizational Culture, Employee Job Satisfaction, Employee Performance, Quantitative, Blue-Collar Workers.