

## **ABSTRACT**

*This study aims to explore managerial performance by analyzing the influence of quality of work life and leadership on employee performance through work motivation in the PT Jasamarga Ngawi Kertosono Kediri (JNK) toll road construction project. This research involved 70 JNK employees, including staff to managerial levels, using a Google Form questionnaire as the data collection medium in a quantitative approach. Structural Equation Modelling (SEM) was used for hypothesis testing with the application of Smart Partial Least Square (SmartPLS) version 3. Based on the tests conducted, the study results show a positive and significant correlation between leadership and work motivation, leadership and employee performance, and work motivation and employee performance. Additionally, the study results indicate a negative and insignificant influence of quality of work life on work motivation. A positive but insignificant correlation was found between the quality of work life and employee performance in this study. In terms of leadership that positively influences work motivation, JNK's management is advised to continue providing direction and inspiration with a focus on integrity to foster employees' optimism and enthusiasm in their work. Furthermore, a clear vision reflects how the leader can guide their team to achieve significant goals or achievements by implementing good corporate governance. Additionally, there should be no preferential treatment as it can create a non-conducive work environment, affecting the company's products and services. The company, through its management, needs to establish boundaries that must be adhered to by every employee involved in the program.*

**Keywords:** *Quality of Work Life (QWL), leadership, work motivation, and employee performance*