

ABSTRACT

This study aims to examine the influence of transformational leadership and work environment on employee performance through job satisfaction as a mediating variable at PT. Mitsubishi Corporation DKI Jakarta. A quantitative approach was employed using a census method involving 150 permanent employees. Data were collected through questionnaires and analyzed using Smart Partial Least Square (SmartPLS). The results indicate that transformational leadership and work environment have a significant positive effect on job satisfaction. Moreover, job satisfaction positively affects employee performance and mediates the relationship between transformational leadership and work environment with performance. These findings suggest that an inspirational leadership style and supportive work environment can enhance employee motivation, satisfaction, and productivity.

Keywords : Transformational Leadership, Work Environment, Job Satisfaction, Employee Performance

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