

## **ABSTRACT**

*The purpose of this study was to investigate the influence of leadership style on work motivation, organizational climate influences on work motivation, the influence of motivation on employee performance, leadership style influence on employee performance and organizational climate influence on employee performance. Data study of 71 employees from all aspects of the work are not derived from the managerial class and still be on vulnerable age. The question is given by using the questionnaire by taking the whole of the population, also called census.*

*In accordance with the above objectives in this study were formulated five hypotheses, among other things: **leadership style positive effect on work motivation, organizational climate positive influence on work motivation, work motivation positive influence on employee performance, leadership style has positive impact on employee performance and organizational climate influence positive impact on employee performance.***

*After the questionnaires collected, the data testing techniques performed with two models of multiple regression analysis using SPSS 16 and then calculated the direct effect, the indirect effect, and total effect of exogenous variables on endogenous variables. The results showed that leadership style and organizational climate with the motivation to work as a mediating variable (intervening) have positive and significant impact on the performance of employees with a value of 90.4% effect of 9.6%, while others may be affected by other variables.*

*Keywords: leadership style, organizational climate, job motivation, employee performance*