

## **ABSTRACT**

*This research aimed to prove that work motivation, leadership and career development opportunity influence to employee performance. Due to previous research carried out by Abubakar Watimena, and analyzing which the most influence variable to work performance of PT. Nyonya Meneer Semarang.*

*Within this research, population research refers to all of PT. Nyonya Meneer Semarang employees about 1213 employees. Sample used about 100 respondents by using purposive sampling technique, data taken by way of interviews and questionnaires*

*The sequence of individual from each variable which most influencing to employee's performance of PT. Nyonya Meneer Semarang was variable of career development opportunity by regression coefficient about 0,359, then leadership variable by regression coefficient about 0,269. Whereas the lowest influence variable was work motivation by regression coefficient about 0,208. This similarities models have  $f$  calculation about 35,394 and by signification level about 0,000 whereas  $F$  calculation more than table  $F$  (2,7) and by signification level which less than  $\alpha$  (0,05). That case showed that independent variable within this research that collectively influence to the dependent variable was employee performance.*

*Keywords: Work motivation, leadership, Career development opportunity, Work performance*