

## **ABSTRACT**

The purpose of this study was to determine whether there is relationship between change-oriented leadership by working climate, changes to the performance-oriented leadership, change-oriented leadership and job satisfaction, influence the change-oriented leadership and job satisfaction is mediated by work climate, and change-oriented leadership and its influence with the performance mediated by work climate.

The process of data collection in this study using three methods: interviews, observation, and questionnaires. Interviews are used to obtain information about the general picture of the company. Observations conducted to determine the steps of the command process / management. The questionnaire are used to obtain data on leadership style, working climate, individual performance and job satisfaction. The questionnaire given to 100 employees of PT. Telkomsel , with the method used was random sampling. Methods of data analysis conducted by PATH analysis using AMOS software

The results show that the variable change-oriented leadership has positive and significant impact on performance. Variable-oriented leadership change has positive and significant impact on job satisfaction and. Variable oriented leadership change has positive and significant impact on the working climate.

**Keyword: Change-Oriented Leadership, Performance, Job satisfaction, work climate**