

## **ABSTRACT**

*This study examines the effect of superior leadership style and work environment on employee performance with job satisfaction as an intervening variable. This study aims to analyze the effect of transformational leadership style on employee performance, analyze the influence of the work environment on employee performance, analyze the effect of transformational leadership style on job satisfaction, analyze the effect of work environment on employee performance, analyze the effect of job satisfaction on employee performance.*

*The sample of this research is permanent employees of PT. Industri Jamu dan Farmasi Sido Muncul Appears under the leadership of women. The technique in sampling in this study uses nonprobability sampling and purposive sampling techniques by collecting data which is done by giving a questionnaire. The questionnaires distributed were 100 questionnaires, and 70 questionnaires could be used. The analysis technique used to analyze the data obtained is the Partial Least Square (PLS) technique using SmartPLS software.*

*From the results of testing the hypothesis, there are several conclusions in this study namely, there is no significant influence between transformational leadership styles on employee performance. Then it can be concluded that Hypothesis 1 (H1) was rejected. There is a positive and significant influence between the work environment on employee performance. Then it can be concluded that Hypothesis 2 (H2) is accepted. There is a significant positive effect between transformational leadership styles on job satisfaction. Then it can be concluded that Hypothesis 3 (H3) was accepted. There is a positive and significant effect between work environment on job satisfaction. Then it can be concluded that Hypothesis 4 (H4) was accepted. There is a positive and significant effect between job satisfaction on employee performance. Then it can be concluded that Hypothesis 5 (H5) was accepted.*

*Keywords : Transformational leadership style, work environment, job Satisfaction, employee performance.*