

ABSTRACT

The purpose of this research is to investigate the effects of organizational climate, task-oriented leadership style on employee job satisfaction to increase employee performance in non banking financial services company at PT. SOF Semarang branch.

Sample of this research are the whole population of 109 employee in PT. SOF Semarang branch. Analysis technique that used in this research is Structural Equation Model (SEM) from software AMOS 21. Analysis result shows that organizational climate has a positive and significant effect to employee performance, task-oriented leadership style has a positive and significant effect to employee performance, organizational climate has a positive and significant effect to employee job satisfaction, task-oriented leadership style has a positive and significant effect to employee job satisfaction and employee job satisfaction has a positive and significant effect to employee performance.

The empiric finding, indicated that to increase employee performance, the management of PT. SOF Semarang branch needs to pay attention on factors that influencing employee performance such as organizational climate, leadership style and employee job satisfaction. Because by knowing the relation among the variables, the management able to design strategies utilize improvement of employee performance.

Keywords : *Organizational Climate, Task-oriented Leadership Style, Employee Job Satisfaction and Employee Performance.*