

ABSTRACT

This research aims to analyze the influence of transformational leadership styles on employee performance, the influence of the work environment on employee performance, the influence of spiritual leadership on work motivation, the influence of workplace spirituality on work motivation, the influence of work motivation on employee performance, the influence of spiritual leadership on employee performance, workplace Spirituality on employee performance.

The number of populations of this study is 2600 permanent employees of PT. Industri Jamu dan Farmasi Sido Muncul Tbk. working at all levels of line managers. The sample used is 150 employees. This study applies a quantitative method with a cross-sectional survey design. The data collection was taken from the distribution of the questionnaires. The analysis technique used to analyze the data is Structural Equation Model (SEM) technique by using the AMOS 16.0 version software.

From the results of hypothesis testing, there are several conclusions in this study, namely, spiritual leadership has positive effect on employee performance, workplace spirituality has no effect on employee performance, spiritual leadership has no effect on employee work motivation, workplace spirituality has a positive and significant effect on employee work motivation. Employee work motivation cannot mediate between spiritual leadership and employee performance. Lastly, employee work motivation can mediate workplace spirituality on employee performance.

Keywords: Spiritual leadership, workplace spirituality, employee work motivation, employee performance