

## **ABSTRACT**

The problem of this research is the lack of employee motivation in BMT Bintoro Madani and then influence to their performance. This research investigates the influence of transformational and transactional leadership, organizational culture and job satisfaction and work motivation to improve employee performance.

A research model was designed reflecting these important factors. Data were taken from employee of BMT Bintoro Madani. Population of this research was 120 people. This research used census method. Data were collected using questionnaire and interview to respondents. This research used confirmatory factor analysis and maximum likelihood estimation of Structural equation modeling under AMOS 5 as analysis tools. Until the level of data analysis, the amount of returned questionnaires was 115. Therefore, this research employed 115 respondents.

The results indicate that transformational and transactional leadership factor is positively and significantly influence work motivation. Either, organizational culture is positively and significantly influences work motivation. Job satisfaction is positively and significantly influences work motivation. Moreover, work motivation is positively and significantly influences employee performance. These results also state that transformational and transactional leadership directly influences employee performance with positive and significant way. Job satisfaction also directly influences employee performance with positive and significant way. Theoretical and managerial implications are arranged in this study. Limitation and agenda for the further research can be used as reference by further researcher.

**Keywords:** Transformational Leadership, Transactional Leadership, Organizational Culture, Job satisfaction, work motivation, and employee performance