

ABSTRACT

Human Resource Management (HRM) plays a crucial strategic role in enhancing employee performance and motivation, particularly through the influence of leadership style and work environment. This study seeks to examine the leadership style and work environment at PT X Jakarta, assess employee work motivation and performance, and analyze the impact of these factors—leadership style, work environment, and work motivation—on employee performance, both individually and collectively.

The research employs a quantitative approach, utilizing descriptive and causal methodologies. Data is collected through questionnaires from a total population of 180 employees at the Jakarta head office, employing a saturated sampling method. The analysis is conducted using Structural Equation Modeling with Partial Least Squares (SEM PLS).

The hypotheses tested in this research include: Leadership style significantly influences employee performance; work environment significantly affects employee performance; work motivation has a substantial impact on employee performance; and, collectively, leadership style, work environment, and work motivation significantly influence employee performance.

Keywords: Leadership Style, Work Environment, Work Motivation, Employee Performance