

ABSTRACT

This research was conducted to study the influences of Leadership, Motivation, and Job Satisfaction on Employee Performance at PT XYZ. The population in this study were 100 permanent employees of PT XYZ with at least one year work experience. The sampling technique used a non-probabilistic saturated sample. The data collection method used a questionnaire. Data were analyzed using Structural Equation Modeling - Partial Least Square (SEM-PLS) approach with the help of Smart-PLS 3.0 software for Windows. This results of this study showed that leadership has a positive but not significant effect on employee performance; leadership has a positive and significant effect on job satisfaction; motivation has a positive and significant effect on employee performance; motivation also has a positive and significant effect on job satisfaction; job satisfaction has a positive and significant effect on employee performance; leadership has a positive and significant effect on employee performance as mediated by job satisfaction; and motivation has a positive and significant effect on employee performance as mediated by job satisfaction.

Keywords: Leadership, Motivation, Job Satisfaction and Employee Performance

