

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Gaya Kepemimpinan Transformasional Dan Lingkungan Kerja secara bersama-sama (simultan) dan parsial terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening. Penelitian ini mengambil jumlah sample sebanyak 50 responden dengan Metode sample jenuh yang berasal dari karyawan Pada PT. Pelabuhan Indonesia (Persero) Regional 2 Cabang Teluk Bayur

Hasil penelitian menunjukkan secara parsial gaya kepemimpinan transformasional dan lingkungan kerja berpengaruh signifikan terhadap kepuasan kerja. Secara parsial gaya kepemimpinan transformasional berpengaruh terhadap kinerja karyawan, Secara parsial kepemimpinan transformasional berpengaruh signifikan terhadap kinerja karyawan, Secara parsial lingkungan kerja tidak berpengaruh signifikan terhadap kinerja karyawan, Secara parsial kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan. Gaya kepemimpinan transformasional dapat di mediasi oleh kepuasan kerja terhadap kinerja karyawan. Lingkungan kerja dapat di mediasi oleh kepuasan kerja terhadap kinerja karyawan.

**Kata kunci : Gaya Kepemimpinan Transformasional, Lingkungan Kerja Kepuasan kerja, Kinerja karyawan.**

## **ABSTRACT**

*This study aims to determine how big the influence of transformational leadership style and work environment together (simultaneously) and partially on employee performance with job satisfaction as an intervening variable. This study took a sample of 50 respondents with a saturated sample method that came from employees at PT. Port of Indonesia (Persero) Regional 2 Teluk Bayur Branch*

*The results showed that partially transformational leadership style and work environment had a significant effect on job satisfaction. Partially transformational leadership style has an effect on employee performance. Partially, transformational leadership has a significant effect on employee performance. Partially, the work environment has no significant effect on employee performance. Partially, job satisfaction has a significant effect on employee performance. Transformational leadership style can be mediated by job satisfaction on employee performance. The work environment can be mediated by job satisfaction on employee performance.*

**Keywords:** *Transformational Leadership Style, Work Environment Job Satisfaction, Employee Performance.*