

**THE EFFECT OF TRANSFORMATIONAL LEADERSHIP STYLE AND WORK ENVIRONMENT ON EMPLOYEES' PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE**

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**ABSTRACT**

The purpose of this research was to find out and obtain information related to the influence of leadership style, work environment and motivation on employees' performance at Abadi Hotel Jogja. The sample of this research was employees from Abadi Hotel Jogja. Researchers distributed 100 questionnaires to respondents and 76 questionnaires were filled out correctly by employees. The analytical tool used in this study is multiple linear regression. The results of the research prove that leadership style has a positive effect on employees' motivation and performance. The work environment has a positive effect on employees' motivation and performance. Leadership style and work environment have a positive effect on employees' performance through motivation

**Keywords:** *transformational leadership style, work environment, motivation, employees' performance and hotel*

# PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN MELALUI MOTIVASI

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## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui dan memperoleh informasi terkait pengaruh gaya kepemimpinan, lingkungan kerja dan motivasi terhadap kinerja pegawai pada Abadi Hotel Jogja. Sampel penelitian ini adalah pegawai dari Abadi Hotel Jogja. Peneliti membagikan 100 kuesioner kepada responden dan 76 kuesioner diisi dengan benar oleh pegawai. Alat analisis yang digunakan dalam penelitian ini adalah regresi linier berganda. Hasil dari penelitian membuktikan bahwa gaya kepemimpinan berpengaruh positif terhadap motivasi dan kinerja karyawan. lingkungan kerja berpengaruh positif terhadap motivasi dan kinerja karyawan. Gaya kepemimpinan dan lingkungan kerja berpengaruh positif terhadap kinerja karyawan melalui motivasi

**Kata kunci:** gaya kepemimpinan transformasional, lingkungan kerja, motivasi, kinerja karyawan, hotel