

ABSTRACT

The purpose of this research is to examine the relationship between leadership style, work environment, and employee performance via the lens of work motivation. At PT Bank Rakyat Indonesia KC Kebayoran Baru, researchers used SEM with SMART PLS to analyze the data. Using a non-probability sampling technique, the sample is comprised of all workers of PT Bank Rakyat Indonesia KC Kebayoran Baru. An online questionnaire was used to gather primary data. Findings show that leadership style ($p = 0.000$) and work environment ($p = 0.003$) significantly affect employee performance. Work motivation, which boosts performance, is influenced by leadership style and the work environment. Research shows that there is a strong mediating role for work motivation in the relationships between leadership style, work environment, and employee performance.

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