

## **ABSTRACT**

*A conducive work environment is one that promotes growth and well-being. Companies can achieve organisational goals with the help of human resources who are valuable assets. Therefore, companies should be aware of the variables that can have an impact on employee performance. One of the things that is considered important is transformative leadership. The method to be used is a quantitative method using 115 respondents employees of PT Wijaya Karya Kantor Pusat – Jakarta Timur. The results showed that work environment has a positive effect on employee performance, transformational leadership has a positive effect on employee performance, work environment has a positive effect on work engagement, transformational leadership has a positive effect on work engagement, and work engagement has a positive effect on employee performance.*

*Keywords: Work Environment, Transformational Leadership, Work Engagement, Employee Performance*

