ABSTRACT

The purpose of this study was to analyze the effect of transformational leadership, work motivation and job satisfaction on employee performance. The selected research object in this study is the civil hospital nurses RSUD Sunan Kalijaga Demak.

Data were collected through questionnaires which filled by independently of the 120 respondents whom were chosen using Proportionate Startified Random Sampling. Measurement of exogenous and endogenous constructs was tested using confirmatory factor analysis, and the results show that a full feasibility test models are in the range of expected values . The results of this study prove and conclude that : (1) Transformational leadership has significantly positive effect on job satisfaction, (2) Employee motivation has significantly positive effect on job satisfaction, (3) Job satisfaction has significantly positive effect on employee performance, (4) Transformational leadership has significantly positive effect on employee performance, (5) Work motivation has significantly positive effect on the employee performance (6) Transformational leadership has significantly positive effect on employee performance through job satisfaction, and (7) Work motivation has significantly positive effect on employee performance through job satisfaction.

Keywords: Transformational Leadership, Employee Motivation, Job Satisfaction, and Employee Performance

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