

## **ABSTRACT**

*The purpose of This study was to find out to how the influence of leadership and work environment to work motivation, and the influence work motivation on employee performance. Research was conducted at PT. Taspen (Persero) Bandung. The research method used is descriptive and verification. Data collection techniques used were observation, interviews, and distributing questionnaires to 65 respondents. Method of data analysis used is path analysis (path analysis), to examine the influence of directly and indirectly variable independent and dependend.*

*The results of this research showed the leadership and work environment have a positive and significant effect on work motivation, and work motivation has a positive and significant effect on employee performance. Leadership and work environment give influence to work motivation that is equal to 48.0%, influence of the dominant independent variable is the work environment equal to 47.4%, while leadership equal to is 34.2%.*

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