

## **ABSTRACT**

Risky Ana Agustini, 2018. “Pengaruh Gaya Kepemimpinan, Motivasi dan Lingkungan Kerja terhadap Kinerja Karyawan pada PT Surya Mustika Nusantara Pos Sumenep”. Skripsi Jurusan Manajemen Fakultas Ekonomi dan Bisnis. Universitas Wiraraja Sumenep. Pembimbing (I). Rusnani, SE, MM (II) Liyanto, SE,MM.

*The style of leadership is the model or type owned by a leader in an organization structure. Motivation is a number of impulses, desires, needs and strenghts. The work environment is the whole tooling and material tools encountered, the environment around which a pearson works, the method, and the arrangement of this either as an individual or as a group. while the employee’s performance is the potential of employees who poured in the form of work performance.*

*This study aims to determine and analyze the partial and simultaneous the influence of leadership style, motivation and work envinronment on employee performance at PT Surya Mustika Nusantara Sumenep. The population in this study is all employees who have worked on PT Surya Mustika Nusantara Sumenep. At the time of active employee observation of 35 employees. The sample is determind by saturated technique, with respondents as many as 34 employees. Methodes of data collection obtained through observation, interview, questionnare (questionnare) and documentation.*

*The result showed that individual (partial) leadership style infulence on employee performance, motivation effect on employee performance, work environment influence to employee job satisfaction. Simultaneous (simultaneosly) with leadership style, motivation and environment influence on employee performance. The most dominant variable affecting satisfaction is work environment.*

**Keywords :** *Leadership Style, Motivation, Work Envinronment, Employee Performance.*