**ABSTRAK**

Penelitian ini di latar belakangi oleh permasalahan yang melanda RSUD Bumiayu seperti usulan kenaikan kelas rumah sakit dari tipe D menjadi tipe C, revisi jasa tarif pelayanan, dan kurangnya dokter spesialis untuk menyelesaikan permasalah ini melibatkan kepemimpinan dan membutuhkan dukungan serta kinerja karyawan. Tujuan penelitian ini adalah untuk mengetahui pengaruh kepemimpinan, lingkungan kerja dan *perceived organizational support* terhadap kinerja karyawandengan motivasi kerja mememidiasi pengaruh kepemimpinan, lingkungan kerja dan *perceived organizational support* terhadap kinerja karyawan. Jenis penelitian ini adalah menggunakan pendekatan kuantitatif, populasi penelitian ini yaitu karyawan RSUD Bumiayu dengan jumlah sampel sebanyak 120 responden dengan menggunakan teknik probability sampling yaitu dengan menggunakan sampel yang diambil secara acak. Skala pengukuran menggunakan skala likert 5. Pada analisis data menggunakan program IBM SPSS statistics 16. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif kepemimpinan, lingkungan kerja dan *perceived organizational support*terhadap kinerja karyawan, selain itu kepemimpinan dan *perceived organisational support* berpengaruh terhadap motivasi kerja dan lingkungan kerja tidak berpengaruh terhadap motivasi kerja, akan tetapi motivasi kerja tidak dapat memediasi pengaruh kepemimpinan, lingkungan kerja dan *perceived organizational support*terhadap kinerja karyawan.

**Kata kunci: kepemimpinan, lingkungan kerja, *perceived organizational support*, motivasi kerja, kinerja karyawan.**

***ABSTRACT***

*This research is motivated by the problems that hit the public hospital in the Bumiayu area such as reviews of hospital class upgrades from type D to type C , revision of service tariffs, and the lack of specialist doctors to solve these problems involving leadership and requiring employee support and performance. The purpose of this study was determine the effect of leadership, work environment, and perceived organizational support on employee performance with work motivation mediating the influence of leadership, work environment, and perceived organizational support on employee performance. This type of research is to use a quantitative approach, the population of this study are employees of RSUD Bumiayu with a total sampel of 120 respondents, using probability sampling techniques, namely by using a random sample. The measurement scale uses the likert scale 5. On data analysis using IBM SPSS statistics program 16. The results of this study indicate that thare is a positive influence on leadership, work environment, and perceived organizational support on employee performance. Besides leadership and perceived organizational support have an effect on work motivation and the work environment has no effect on work motivation. However, work motivation cannot mediate the influence of leadership, work environment, and perceived organizational support on employee performance*

***Keyword : leaderhip, work environment, perceived organizational support, work motivation, employee performance.***