

## Abstract

The research is conducted to study on the description of the employees' quality of work life, person organization fit and transformational leadership and whether the aspect of quality of work life, person organization fit and transformational leadership influence the employees' job performance. The research design takes a quantitative approach and involves convenience sampling which consists of 126 participants. The data analysis consists of normality test, linearity test and multicollinearity test, data description of each variable as well as hypotheses testing through regression analysis and bivariate correlation. The result of the study shows the role of quality of work life ( $r_{y1} = 0.198$ ,  $r^2_{y1} = 0.039$  and  $p = 0.026$ ), person organization fit ( $r_{y2} = 0.665$ ,  $r^2_{y2} = 0.443$  and  $p = 0.000$ ) and transformational leadership ( $r_{y3} = 0.800$ ,  $r^2_{y3} = 0.639$  and  $p = 0.000$ ) towards the employees' job performance both separately and collectively ( $R_{y123} = 0.812$ ,  $R^2_{y123} = 0.659$  and  $p = 0.000$ ). To increase the performance, the organization needs to organize the framework of the performance evaluation which involves the role of leaders in its implementation to create a conducive atmosphere for the employees to achieve optimum work results.

Keywords: Performance, Quality of Work Life, Person Organization Fit, Transformational Leadership.