

ABSTRACT

The achievement of targets in any company can not be separated from the role of leaders. Leaders must help and give encouragement to the employees to achieve its targets.

This study was conducted in North Jakarta PT Telkom Indonesia Witel using transformational leadership style as the independent variable and the performance of employees as variable depeden. The purpose of this study to determine how the influence of transformational leadership style that consists of idelized influence, inspirational motivation, intellectual stimulation and individualized consideration. This research is descriptive and causal. Data analysis technique used is descriptive analysis, multiple linear regression analysis, hypothesis testing simultaneously (Test F), partial hypothesis test (T-test), and the determinant coefficient (R^2).

Based on the calculation results of questionnaires with respondents as many as 173 employees of PT Telkom Indonesia Witel North Jakarta. Employee assessment toward transformational leadership is in the excellent category and assessment of employee performance are also in very good category. Hypothesis test results can be concluded that variable against inspirational motivation (X_2), intellectual stimulation (X_3) and individualized consideration (X_4) simultaneously significant effect on employee performance (Y), while the leadership variable trasnformasional (X) is partially significant effect on performance employees (Y). In the test determinansi coefficient (R^2) 0,392 values obtained. This suggests that the major effect of transformational leadership style on employee performance by 39.2%, while the remaining 60.8% is influenced by other variables not examined in this study.

Keyword : Transformational Leadership, Performance employee

