

ABSTRACT

Companies are required to be able to compete professionally and adapt to rapid changes in the business environment. The purpose of this research is to determine the influence of transformational leadership style and organizational culture on employee performance at PT Trengginas Jaya. Descriptive quantitative research methods were used in this research. The research respondents were 30 employees of PT Trengginas Jaya. Data were collected using an online questionnaire in the form of a Likert scale. Based on the results of the research and data analysis that have been carried out, it can be concluded that there is a positive and significant influence between transformational leadership style (X1) and organizational culture (X2) on employee performance (Y) of PT Trengginas Jaya employees. Then, there is a positive and significant influence between transformational leadership style (X1) and employee performance (Y) for PT Trengginas Jaya employees. However, there is no influence between organizational culture (X2) and employee performance (Y).

Keywords: *Employee Performance, Organizational Culture, Transformational Leadership Style*