

## **Abstract**

Organizational culture and leadership within the PT. Telkom has an important role in contributing to the company's employees in achieving corporate goals together. An organizational culture is needed to guide the behavior of employees and boost the performance of the employees to always provide maximum results. Build transformational leadership patterns and make adjustments to the performance of its employees are also two things that are believed capable of providing a stimulant for the development of human resources and corporate objectives. Mega as Senior General Manager HCM section along with another employee of his found that the company needed a figure of a leader who is able to identify changes in the company and is able to implement the change in the organization, and improve the ability of employees to be able to be innovative and creative to progress the company. In this study, data were collected by questionnaire to 156 respondents with saturated sampling technique, which aims to determine the respondents to each variable appropriately. With descriptive data analysis techniques quantitative and using multiple linear regression with a significance level of 0.05. This study uses the classical assumption test as normality test, heteroscedasticity, multicollinearity test and linearity test. Based on statistical analysis showed that the normal distribution of data, there is no problem heteroscedasticity and multicollinearity, as well as the relationship between variables is linear. Based on the analysis it can be concluded that organizational culture and leadership style influence simultaneously and partially to the company's performance.

***keywords : transformational leadership , organizational culture , employee performance .***