

ABSTRACT

In this era of globalization the competition between companies is getting higher, so the company needs to improve its performance in all fields, one of the most important things is the increase in human resources, it is intended that the company can survive in the middle of global competition. This research examines the influence of transformational leadership style on employee performance in Directorate of Human Resource and General PT. Pos Indonesia (Persero) in Cilaki-Bandung. Literature variable highlighted was the employee's performance as the dependent variable, transformational leadership style as independent variables.

The research objective to find out about (a) how the transformational leadership style at Directorate of Human Resource and General PT.Pos Indonesia (Persero) in Cilaki-Bandung, (b) how the performance of employees at Directorate of Human Resource and General PT.Pos Indonesia (Persero) in Cilaki-Bandung, (c) how much the influence of transformational leadership style on employee performance at Directorate of Human Resource and General PT.Pos Indonesia (Persero) in Cilaki-Bandung. This research used the quantitative and descriptive analysis method. The object of this research is PT. Pos Indonesia (Persero) in Cilaki-Bandung. The data source was a questionnaire by given to 98 respondents. Validity and reliability tests used in this study. The analysis used in this research is descriptive analysis, classic assumption test, simple linear regression. The results shows the respondents to the transformational leadership style into good category to 80.71%, the respondents to the performance into very good category to 83.88%. The influence of transformational leadership style on employee performance amounted to 33.2% of the test results on the coefficient determination and t test showed that transformational leadership significantly influence employee performance.

Keywords : transformational leadership style, employee performance