

ABSTRACT

This research studies the effect of transformational leadership style to the employee performance of PT PLN cabang Pekanbaru Rayon Panam. This study aimed to determine how much the transformational leadership style in influencing the performance of employee of PT PLN cabang Pekanbaru Rayon Panam in order to make improvements and innovations continuously in order to develop international standard company.

The method that used in this research is quantitative research methods through descriptive analysis approach. Data collection techniques that used are saturated sampling. Descriptive analysis method used in describing or outlining data and simple regression analysis method used in hypothesis testing.

From the data processing, it is known that the variables of transformational leadership which is idealized Influence, Inspirational Motivation, Intellectual Stimulation, and Individualized Consideration had a positive effect to the performance of employee of PT PLN cabang Pekanbaru Rayon Panam and significant. Overall, the effect of transformational leadership on the performance of employee of PT PLN cabang Pekanbaru Rayon Panam is 22% and the 78% remaining is influenced by the other variables outside of this study.

Application of transformational leadership style at PT PLN branch Rayon Panam Pekanbaru are in the category of "high". Where the highest percentage is the dimension idealized influence. This was followed by the dimensions of Intellectual stimulation. Furthermore, the dimensions of inspirational motivation. And the last is the dimension Individual consideration. The level of performance of employees of PT PLN branch Rayon Panam Pekanbaru are in the category of "high". Transformational leadership style has positive influence on the performance of employees of PT PLN branch as well as significant Panam Rayon Pekanbaru.

Keywords: *Leadership, Performance, Transformational Leadership*