

ABSTRACT

Human Resources (HR) is one factor that is very important and can not be separated from an organization, whether institutional or corporate. Human resources are also the key that can determine the development of the company. In essence human resources in the form of human being employed in an organization as a driver, thinker and planner to achieve the goals of the organization. The function of human resources in general to increase productivity in supporting the organization to be more competitive and the achievement of goals.

This research doing study on the type of leadership transformasional on employee performance at PT. Telekomunikasi Indonesia Witel Pekalongan. This research is intended to find out how much the power of transformational leadership in influencing employee performance in PT. Telekomunikasi Indonesia Witel Pekalongan to be able to face increasingly tight competition.

The type of research used is the method of causality and sampling technique used is saturated sampling, where the number of samples taken is the entire population of PT. Telekomunikasi Indonesia Witel Pekalongan which amounted to 54 people. Descriptive statistical analysis method used in describing or describing data and meode simple regression analysis used in hypothesis test.

From the results of data processing, it is known that transformational leadership has a value of 42.31% included in the category is very bad and employee performance 43.96% included in the bad category. Influence between transformational leadership to employee performance sebsar 44,8%, while the rest equal to 55,2% influenced by other variable not examined in this research.

Recommendations for companies that need to be improved are the aspects of communication and employee competency development, With communication it will arise a sense of ownership of the company.

Keywords: Transformational Leadership, Employee Performance