

ABSTRACT

Every organization in general requires human resources that are very important for the development of the company in achieving its objectives. In improving the company, surely a leader needs to be able to make a plan to achieve his company goals and the most important thing is to achieve his goals. Achieving goals can be achieved if the employee's performance is effective and efficient as well as in PT Cantika Puspa Pesona.

In the data obtained there are data on employee delays that increase every month, where employee performance can affect work productivity which impacts on employee performance. This study aims to determine the effect of Transformational Leadership Style on Employee Performance at PT Cantika Puspa Pesona Jakarta.

This research is quantitative research. In this study using descriptive-method method. The type of sampling used is saturated sampling. This research was conducted by distributing questionnaires to 80 employees of PT Cantika Puspa Pesona Jakarta. The analysis technique used in this study is a simple linear regression analysis technique. Based on the results of this study it can be concluded that the Transformational Leadership Style of PT Cantika Puspa Pesona Jakarta is in the good category. Based on the results of the coefficient of determination that the Transformational Leadership Style influences Employee Performance by 48,86% and the remaining 51,14% are influenced by other variables. The T test shows that the Transformational Leadership Style has a significant influence on employee performance.

Keywords: Human Resource Management, Transformational Style Leadership, Employee Performance