

ABSTRACT

This research was conducted to determine the effect of transformational leadership style on employee performance at PT. Indonesia Power Unit Jasa Pembangunan (UJP) Banten 1 Suralaya.

Electricity is a resource that is needed by the community. All activities in human life today are very dependent on electricity, without electricity, people will have difficulty in doing many things, such as communicating, working, and so on.

PT Indonesia Power which is a provider of electricity has a large task to supply national electricity needs. As a company that is trusted to meet the electricity needs of the Java-Bali community, PT. Indonesia Power Unit Jasa Pembangunan (UJP) Banten 1 Suralaya. is responsible for implementing the objectives to be achieved by the government. To be able to reach the set goals, PT. Indonesia Power Unit Jasa Pembangunan (UJP) Banten 1 Suralaya requires quality employee performance.

This study aims to determine and analyze employee performance and Transformational Leadership Style at PT. Indonesia Power Unit Jasa Pembangunan (UJP) Banten 1 Suralaya and the effects of transformational leadership style on the performance of employees at PT. Indonesia Power Unit Jasa Pembangunan (UJP) Banten 1 Suralaya.

This study uses a quantitative method with a type of causal descriptive research. The population in the study amounted to 92 respondents using saturated sampling techniques. Data analysis techniques used descriptive analysis and simple linear regression analysis.

According to descriptive analysis transformational leadership style variables are included in the good category. Employee performance is also included in the good category. Based on the results of hypothesis testing, transformational leadership style has a significant effect on employee performance. It is evident from the results of the determination coefficient of 42.38%, while the remaining 57.62% is influenced by other variables not examined in this study.

Keywords: *Leadership style, transformational leadership style, employee performance.*