

## ABSTRACT

*The sense of performance or which is often called performance achievement is the result of work in quality and quantity achieved by an officer in carrying out its functions in accordance with the responsibilities given to him. Performance as a job achievement is not separated from factors related to the system of appreciation and attitude and attitudes of a leader. These factors are explained in the compensation and the transformational style of leadership.*

*The study aims to analyse the influence of transformational compensation and leadership in the performance employees of PT. Finnet Indonesia in 2019. This research Data is derived from the data presentation method of the respondent's response (the questionnaire with 37 statements), as well as the results of other studies that are related to the object being researched, in this case the premiere Data of PT.Finnet Indonesia.*

*Furthermore, the data will be examined through statistical analysis techniques. The techniques used in this study were multiple regression analyses using SPSS program version 25. The analytical Unit in this study is a sample of 155 employees at PT.Finnet Indonesia. The findings of this study indicate that the independent variables consisting of compensation and transformational leadership styles have a partial and significant effect on employee performance. This is evidenced by the results of the t test, the independent variables partially affect the dependent variable if the significance level is below 0.05 and above the 1.975 table. Compensation with tcount significance level of 8.350 and transformational leadership style with tcount significance level of 3.967. The most dominant variable affecting employee work performance is the compensation variable. This*

*is evidenced by the Beta coefficient of compensation greater than the transformational leadership style that is equal to 0.575.*

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