

ABSTRACT

This study is conducted in Hotel Lotus Garden dan Resort Kediri. Hotel Lotus Garden dan Resort Kediri is one of services company in Kediri. No matter how good the building of hotel, if the human resource cannot support it maximally, the goal of the company will not achieved. One of the factor that cause the human resources cannot do the job maximally is job stress both caused by internal factor or external factor. The leader's role is important to give motivation to employee for minimalize their job stress.

This study aims to determine the application of transformational leadership, employee's job stress, and the impact of transformational leadership on employee's job stress in Hotel Lotus Garden and Resort Kediri.

This study uses causal descriptive method. The data collection has done by using questionnaires that distributed through 125 respondents. The questionnaires is consists of 30 question. To explain the result of this study, the writer uses descriptive analysis, classic assumption test, simple linear regression test, hypotheses test by using t test, and determination coefficient.

Employee's assessment of transformational leadership is strong with 73% is the leader behaviour that influences work support, self development, intellectual development, and as a good listener for the employee, but the job stress is also strong with 72,84% that caused by lack of training, lack of evaluation, lack of intelligence for employee thus adversely affecting the company and not carrying out its duties to the maximum.,

The results of data processing showed that the hypothesis test showed H1 was accepted meaning that the transformational leadership style had a significant negative effect on employee work stress at Lotus Hotel and Resort Kediri. In the simple linear regression analysis the independent variable influences the negative transformational leadership style (X) shows that there is an unidirectional relationship between the transformational leadership style (X) and the employee's work stress (Y). X variable regression coefficient of -0.454 implies that for every change in transformational leadership style in a better direction will cause a decrease in employee work stress or (Y) of 0.454 units.

Keywords: transformational leadership style, work stress.