

ABSTRACT

In a company, so that resources are willing to exert their performance optimally, a driver is needed. The impetus is motivation. Because low motivation to work in an employee will hamper the achievement of the company's vision and mission. One of the driving factors for increasing employee work motivation is compensation and transformational leadership styles.

This research was conducted on employees of PT. PLN Central Java Development Unit Central Part I. The purpose of this study is to find out how compensation, transformational leadership style, and work motivation on employees as well as the effect of compensation and transformational leadership style on work motivation.

This research is a descriptive and causal research. Data collection techniques are by distributing questionnaires, literature study, and interviews. The resource persons involved were 1 Assistant Assistant HR Development. The method used in this research is quantitative method. The research sample used was 112 respondents. Data analysis in this study uses descriptive statistical analysis of multiple regression analysis, normality test, multicollinearity test, heteroscedasticity test, and coefficient of determination, partial hypothesis testing (T test) and simultaneous (F test).

Testing on the coefficient of determination shows the effect of compensation and transformational leadership style on work motivation by 32.8% and the remaining 67.2% is another factor not examined in this study. This study concludes that compensation (X1) has a partially significant effect on work motivation (Y) and transformational leadership style (X2) has a partially significant effect on work motivation (Y). In addition, motivation (X1) and transformational leadership style (X2) simultaneously influence (together) on work motivation (Y).

The results of this study are expected to be used as an evaluation for PT. PLN Central Java Central I Unit Development Unit especially in the aspect of compensation and transformational leadership style. In addition, this research can be used as a direction in increasing motivation to work. Increased motivation at work is very supportive in order to achieve the company's goals and objectives.

Keywords : *Compensation, Transformational Leadership, Motivation*