This study aimed to determine: (a) Is there any simultaneously significant influence of transformational leadership model consisting of idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration, on the employees’ work motivation. (b) Is there any partially significant influence of transformational leadership model consisting of idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration, on the employees’ work motivation. (c) What is the most dominant variables of transformational leadership model consisting of idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration, on the employees’ work motivation. The research was conducted in PT Petrowidada Gresik.

The study employed quantitative method using multiple regression analysis. The population of this study was 40 employees of PT Petrowidada Gresik. The analysis used multiple linear regression with the significant test F test and t test and considered the classic assumption test such as normality, autocorrelation, multicollinearity, and heteroscedasticity test.

The results of the analysis shows that: (a) simultaneously, the variable of influence (X1), inspirational motivation (X2), intellectual stimulation (X3), and individualized consideration (X4) have effect on employees’ work motivation sig for 0000. The value is smaller than 0.05. (b) Partially, the variable of influence (X1), inspirational motivation (X2), intellectual stimulation (X3), and individualized consideration (X4) have effect on employees’ work motivation, with a significance value of the four variables are smaller when compared to the value of \( \alpha \): 0.05 (5%) (c) and the most dominant variable is the variable X2 with 52.41% contribution rate.