ABSTRACT

IlhamSetyo Budi. 2014, Thesis.Entitled : "The Influence of Transformational Leadership and Organizational Culture to Employee Performance".

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The transformational leadership like as style of leadership that can be motivation to the employee, so can be developed and get high work achieve. Whereas the organizational culture also get interest from the leader, in order to the organizational culture will be able to work up better.

The purpose of this study is to know the influence of Transformational Leadership (X_1) and Organizational Culture (X_2) on Employee Performance (Y) in PT. BasunjayaNastari – East Cikarang, Bekasi.This study use the questionnaire method. The population consist of fourty people with use the saturation sample. The test in this study used the Multiple Linear Regression to test the influence of independent variables on the dependent variables.

These result show that the transformational leadership have the significant as 0,143. It means that the transformational leadership haven't the significant effect to employee performance. Whereasthe organizational culture have the significant as 0,004. It means that the organizational culture have the significant effet to employee performance. Simultaneously, the transformational leadership and the organizational culture have significant as 0,003. It means that both of variables have a positively influence and significant effect to employee performance.With the research finding in this study, the transformational leadership in PT BasunjayaNastari had better to give *reward* to employee who successful to achieve the work target well, appropriate with achievement of each employee.