

ABSTRACT

This research was conducted to determine the effect of transformational and transactional leadership style on employee performance at PT PLN Pusharlis's Main Office. This research uses quantitative method with descriptive-causality research type. Sampling was done by non-probability sampling method of saturated sample type, with the number of respondents being 73 people. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Based on the results of the research, respondents responses on the transformational leadership style are in good category with the percentage of 78.10%. Response of respondents regarding transactional leadership style is in good category with percentage 81.64% and respondents' responses about employee performance in good category with percentage 80.12%. Based on the coefficient of determination found that the leadership style transformational and transactional in the Office of PT PLN PUSHARLIS able to explain employee performance of 24.8% and the remaining 75.2% influenced by other factors not examined in this study such as compensation, remuneration system, organizational culture, work motivation and others.

The conclusion of this research is that transformational and transactional leadership style at PT PLN PUSHARLIS head office has been included in good category, but there are some dimensions that need to be improved such as motivational dimension that inspire and conditional reward.

Keywords : Transformational Leadership Style, Transactional Leadership Style, Employee Performance, Conditional Rewards, Inspiring Motivation, and PT PLN PUSHARLIS's Main Office .