

ABSTRACT

Department of Education and Culture in Cilacap is a government institution that serves the community, especially in the fields of education and culture. The phenomenon that occurs is not achieving employee performance targets, the results of the work discipline preliminary test show that the work discipline of employees is at a moderate level, and the leadership style of service heads tends to be tolerant and less assertive, so transformational leadership needs to be implemented at Department of Education and Culture in Cilacap.

This study aims to determine the level of work discipline, transformational leadership style, and employee performance, and to determine the effect of work discipline and transformational leadership style on the employee performance towards Department of Education and Culture in Cilacap simultaneously and partially.

This research uses quantitative methods. Data collection is done through the distribution of questionnaires to all employees totaling 92 people with a rate of return of 93% or 86 respondents. The distributed questionnaire consisted of 37 items using 5 Likert scales. The analysis technique used is multiple linear regression and processed using IBM SPSS Statistics 20.

The results showed that the level of employee work discipline was classified as high by 82%, transformational leadership style was classified as good at 80%, and employee performance was classified as high at 83%. Based on the results of testing multiple linear regression and hypothesis testing it is proven that work discipline and transformational leadership style have a significant positive effect on performance simultaneously and partially. Determination coefficient value of 0.343 shows that the magnitude of the influence of work discipline variables and transformational leadership style on performance is equal to 34.3%, while the remaining 65.7% is influenced by other variables not observed in this study.

Suggestions for the Department of Education and Culture in Cilacap should increase attendance at the time before the end of the break, give praise to outstanding employees, provide assistance when employees face problems, provide time for personal consultation for employees, and provide work targets along with a clear job description.

Keywords: Work Discipline, Transformational Leadership Style, Employee Performance