

ABSTRACT

One of the factors in the success of a company is depending on the how the performance of employees. Employee performance can be known through the achievement and the target has been achieved by the employees. On the Ardan Group is aware that the existence of the work did not reach the target and on the charts his achievements are not the kind of work experience increased sequentially during the last period 3. Through the survey and observation is done, on the Ardan Group the most affecting is the Transformational leadership style. Therefore, researchers want to find out whether there is influence of Transformational leadership style against the performance of the Ardan Group. This will be done through research assessment measurement variables leadership style and performance. In addition, this research was to evaluate the influence of transformational leadership style that exists towards the performance of the employees of Ardan Group.

This Research Method using the method of quantitative analysis method with descriptive and causal. Method of data collection was done through the dissemination of a questionnaire through visits to the 66 employees of the Ardan Group. From the questionnaire distributed, obtained 34 valid questionnaires. Data processing is carried out using SPSS statistics tools.

While based on the evaluation of transformational leadership, has a positive and significant influence on performance of employees whether it is from the results of simultan or parsial.

From the result of this research are expected to be better leaders recognize the nature of employee competencies, understand, listen and involved the opinions of employees decision, also hosts special events and includes employees that aims to develop competence. The company is expected to pay more attention to the context of Individualized Consideration so that the concept of transformational leadership can be applied at the company even better

Keywords: Transformational Leadership, Employee Performance, Kuantitative, Multiple Linear Regression