

ABSTRACT

Based on data obtained from Human Resources Division Pt. Telkomsigma about recording of employee performance through performance appraisal in 2015 and 2016 noted there was a decrease in the number of employee who are in P4 category. This data indicates that there is an increase in employee performance. This increase could be caused by several reason one of which is the style of leadership. One of the leadership style is transformational leadership which means the leader can transform his or her subordinates in order to appear beyond expectatitions or can be called result of performance beyond the target.

Beside performance appraisal there was a indicator performance assessment for every working unit, one of which is based on the data of incident tool records where in 2016 the data recorded is different from the conditions in the field and the data is not accordance with the achievement target who set by management. The difference in data is due to the lack of awareness by employees for charging incident tools. The problem about awareness can caused by lack of employee engagement. Employee engagement is an condition where employee engaged with their work, where if employee feel engaged it will improve employee performance.

This research is planning on finding out the relationship between those variable of transformational leadership, employee engagement towards employee performance on Solution Operation Directorate in Pt. Telkomsigma. Analysis technique that will be used in this research is multiple regression analysis using SPSS for windows version 23. This study involves 210 samples respondents form Solution Operation Directorate. The data in this study obtained from a questionnaire containing 60 statements using a likert scale which related to transformational leadership, employee engagement and employee performance.

Based on results from calculation of data using multiple regression analysis found that the F test of transformational leadership and employee engagement have a simultaneously significant positive effect on employee performance with the value of Fcount (179.92) > Ftable (3.04). And the result for T test for transformational leadership did not significantly affect the performance of employees with the value of tcount (0.434) <ttable (1.652), and for employee engagement significantly positive effect on employee performance with tcount (13.934)> ttable (1.652).

Keyword : transformational leadership, employee engagement, employee performance