

ABSTRACT

The achievement of target in company can not be separated from the performance generated for the company. In order to maximize the performance, the role of leader is needed to help and provide encouragement for the employees in achieving the target company.

This study was conducted at PT. Dirgantara Indonesia (Persero) Bandung in the Department of Airbus Helicopters Component Program using transformational leadership style as independent variable and performance as dependent variable. The purpose of this study is to find out how much influence the transformational leadership style on the performance generated by employees. This study used descriptive and causal studies. The analysis technique used is descriptive analysis, simple linear analysis, partial hypothesis test (T test) and determinant coefficient (R^2).

Based on the calculation of questionnaires with respondents as many as 80 employees in the Program Department Airbus Helicopters Component. Employee appraisal of transformational leadership is in fairly good category and an assessment of performance is in either category. Result of hypothesis test show that variable of transformational leadership style (X) have significant effect to performance (Y). In determinant coefficient test (R^2) obtained value 0,430. It shows that the influence of transformational leadership style to performance is 43% while the rest 57% influenced by other variable not examined in this research.

Keywords: Human Resource Management, Transformational Leadership, Performance

