

ABSTRACT

In the era of very strict competition that is happening today, every company is required to always be able to improve and develop the quality of human resources in order to survive and achieve the objectives of the company. As PT. Sinda Multi Kemasan is engaged in the field of plastic packaging that produces prefom, bottle 200ml and cap screw makes human resources an important aspect in the company. This research is a study of the Transformational leadership style, job satisfaction and performance at PT. Sinda Multi Kemasan. This research aims to find out how to influence transformational leadership style and job satisfaction towards performance in PT. Sinda Multi Kemasan.

The methods used in this research are quantitative methods with descriptive analytical techniques, multiple linear analyses, hypothesis testing, and coefficient of determination. Data collection method is done by spreading the questionnaire using sample technique with the number of respondents as many as 84 respondents in PT. Sinda Multi Kemasan. The questionnaire used in this study was as many as 27 statements. Data processing in this study was conducted using IBM SPSS statistic 24 software.

Based on the results of the data processing conducted, it is known that the level of transformational leadership, job satisfaction, and employee performance in PT. Sinda Multi Kemasan, belong to the high category. The results of the regression test showed that the variables of the Transformational leadership style and job satisfaction have significant effect on the employees ' performance at PT. Sinda Multi Kemasan. The result of the coefficient of influence of transformational leadership style and job satisfaction of the employee's performance is 75.7% and the rest is influenced by other variables.

PT. Sinda Multi Kemasan needs to improve and maintain the level of transformational leadership and employee satisfaction, thereby delivering performance at special category positions.

Keywords: Transformational leadership style, job satisfaction and performance