

ABSTRACT

This research is motivated by facts in the form of organizational performance achievement data at the Public Works and Spatial Planning Office of Klaten Regency. The data shows that there are fluctuating symptoms in organizational performance achievement indicators so that it hinders employee performance, this has an impact on not achieving organizational goals. The purpose of this study was to determine the effect of transformational leadership style, organizational culture on employee performance at the Public Works and Spatial Planning Office of Klaten Regency, both partially and simultaneously.

This research uses a quantitative approach with a descriptive research type, in this study using Probability Sampling with the Simple Random Sampling type. In this study, technical analysis was used in the form of multiple regression tests, classical assumption tests. The calculation uses the slovin formula, the number of samples used in this study is 75 respondents who are ASN employees of the Public Works and Spatial Planning Office of Klaten Regency.

The results of the descriptive analysis in this study show a value of 82.70%, so that the transformational leadership style is in the good category, organizational culture is included in the high or good category with a value obtained of 82.56%. And the results of the descriptive analysis for employee performance variables are included in the good or high category with a percentage of 77.92%.

The conclusion of this study is that Transformational Leadership Style and Organizational Culture have a significant effect on Employee Performance at the Public Works and Spatial Planning Office of Klaten Regency and are included in the good category. However, there are still indicators that need to be improved, such as Attributed Charisma on transformational leadership styles, innovation on organizational culture, and effectiveness on employee performance.

Keywords: Transformational Leadership Style, Organizational Culture and Employee Performance