

## ***ABSTRACT***

The aim of this study was to evaluate the effect of transformational leadership style, organizational culture, and organizational commitment toward employee performance at PT. On Time Express.

This study used a quantitative approach by explanative method, the population in this study were 80 employees of PT. On Time Express. Sample selection is conducted by simple random sampling technique that is determined by 67 respondents.

Data collection techniques using an instrument (a structured list of questions). A questionnaire survey instrument delivered to each respondent in this case is PT. On Time Express. In a study with this technique questionnaires used Likert scale measuring technique. Data were analyzed using multiple linear regression models with SPSS software program. Prior to the testing of multiple linear regression, first testing the validity, reliability, normality, multicollinearity and heteroscedasticity.

The results of this study showed that transformational leadership style, organizational culture, and organizational commitment partially and simultaneously have a significant influence on the employees performance at PT. On Time Express.

It is suggested to the company to implement a leadership style that is more relevant to current conditions, such as receiving ideas from subordinates, involving employees in decision making, assist employees in resolving problems. The management company also needs to establish a positive image of culture in the working environment of the company, such as applying innovation attitude, being open and accepting entries.

**Keywords:** Transformational Leadership Style, Organizational Culture, Organizational Commitment and Employee Performance.

## ABSTRAK

Tujuan penelitian ini untuk mengevaluasi pengaruh gaya kepemimpinan transformasional, budaya organisasi, dan komitmen organisasi terhadap kinerja karyawan pada PT. On Time Express.

Metode penelitian menggunakan pendekatan kuantitatif dengan desain eksplanatif, yang menjadi populasi dalam penelitian ini adalah 80 karyawan PT. On Time Express. Pemilihan sampel dilakukan dengan teknik *simple random sampling* sehingga ditentukan sebanyak 67 responden.

Teknik pengumpulan data menggunakan instrument kuesioner (daftar pertanyaan secara terstruktur). Instrumen survei kuesioner disampaikan kepada setiap responden yaitu karyawan PT. On Time Express. Teknik penyebaran kuesioner menggunakan pengukuran skala Likert. Data dianalisis menggunakan model regresi linear berganda dengan program software SPSS. Sebelum dilakukan pengujian regresi linear berganda, data atas jawaban kuesioner terlebih dahulu dilakukan pengujian validitas, reliabilitas, normalitas, multikolinearitas dan heteroskedastisitas.

Hasil penelitian menunjukkan bahwa gaya kepemimpinan transformasional, budaya organisasi, dan komitmen organisasi secara parsial maupun secara simultan memiliki pengaruh yang signifikan terhadap kinerja karyawan pada PT. On Time Express.

Disarankan kepada perusahaan untuk menerapkan gaya kepemimpinan yang lebih relevan dengan kondisi saat ini, seperti menerima ide dari bawahan, melibatkan karyawan dalam pengambilan keputusan, membantu karyawan dalam menyelesaikan masalah. Manajemen perusahaan juga perlu membentuk citra budaya yang positif di lingkungan kerja perusahaan, seperti menerapkan sikap inovasi, bersikap terbuka dan menerima masukan.

**Kata Kunci :** Gaya Kepemimpinan Transformasional, Budaya Organisasi, Komitmen Organisasi, dan Kinerja Karyawan