## *ABSTRACT*

*The background of this research is the research gap from previous studies and the desire of employees to have a leader in a transformational style. This study aims to analyze the effect of transformational leadership and training on performance with job motivation as an intervening variable. The data collection method used in this study is through questionnaires by taking samples using saturated samples. The sample in this study is as many as 50 employees of Prinsen Park Hotel. The data analysis method used in this study is multiple regression analysis and Sobel test to test the mediating effect using the SPSS 21 program.*

*The results of this study indicate that transformational leadership has a significant and positive influence on employee performance, training has a significant and positive influence on employee performance, and job motivation has a significant and positive influence on employee performance. This study also shows that the influence of motivation variables as a mediation between transformational leadership on employee performance and training on employee performance.*



*Keywords: Leadership Transformational , Training , Motivation , Performance.*