

ABSTRACT

Numbered studies have proven the implication of many leadership types to employee performance. One of the leadership type is Transformational Leadership that has been found many years ago and discovered many positive contribution to improving the employee performance within organization. Through this study, we examined the relationship of Transformation Leadership and Employee Perception of Organizational Support to employee performance with Employee Engagement as intervening variable in wood furniture manufacture industry.

In this study, we use quantitative as research method and obtained the data from 110 respondents who is an employee within three wood furniture manufacturers in Jepara, Indonesia. These three companies are having the same criteria as follow, the companies are doing mass production type of furniture and selling the goods to be exported to another country. Analysis method in this study use SEM through AMOS 22 application . The results showed that Perception of Organizational Support is having a big impact on the employee performance on indirect impact rather than Transformational Leadership variable through Employee Engagement as intervening variable. This studied show the importance of organization to keep the employee engagement on their job as one of the form organisation support to employee to keep the good output of employee works result. This study also offered several managerial recommendations to organizations to keep their employees performance.