

ABSTRACT

This study aims to determine and analyze the influence of transformational leadership style and organizational culture on employee performance through organizational commitment as a mediator in one of the multinational companies in Indonesia, namely PT YCH Indonesia. This study uses data sources from primary data through the distribution of research questionnaires, and secondary data through journals, books, and relevant data obtained from the company.

This study uses a non-probability sampling approach, more specifically the saturation sampling (census) through the distribution of questionnaires to 100 respondents of PT YCH Indonesia employees. The data analysis technique used in this study is Partial Least Square with SmartPLS 3.2.7 application to find out the path coefficient, and direct or indirect effects of exogenous variables on endogenous variables.

Analysis of the statistical testing result use alpha $\alpha = 0,05$. While the results showed that transformational leadership style had significant positive effect on employee performance and organizational commitment, organization culture had significant positive effect on employee performance but was not significant to organizational commitment, and organizational commitment had a positive and significant effect on employee performance. In addition, it is also known that organizational commitment variables can mediate the indirect relationship between transformational leadership style on employee performance, but not for organizational culture on employee performance.

Keywords: transformational leadership style, organization culture, organizational commitment, employee performance.