

ABSTRACT

The increasingly fierce competition in the construction services industry, particularly in the Engineering, Procurement, Construction, and Installation (EPCI) sector, demands companies to possess a competitive advantage, especially through the improvement of human resource (HR) performance. PT Rivaldo Bina Karya, as a leading EPCI company in Indonesia, is facing challenges in the form of decreased project productivity, resulting in delays in tender completion. This study aims to analyze the influence of organizational culture and transformational leadership style on employee performance. The method used is a quantitative approach with a survey technique through questionnaires. The population of this study consists of employees of PT Rivaldo Bina Karya with more than one year of service, with a total sample of 152 respondents determined using purposive sampling. The results of the study show that organizational culture did not have significant influence on employee performance. Meanwhile, transformational leadership style have a positive and significant influence on employee performance. This research fills a gap in the literature by empirically integrating these two variables in the context of the EPCI industry, which has distinctive characteristics compared to other sectors.

Keywords: *Organizational Culture, Transformational Leadership Style, Employee Performance, EPCI Industry, PT Rivaldo Bina Karya*