

ABSTRACT

Transactional leadership is leadership model by motivating employees to confirm the role and task demands. According to performance index, the employee performance decreased in the last four years at PT. Tri Karya Wiguna, Semarang. This happened because the decrease of employee motivation influenced by transactional leadership and career development. This research aimed to examine and analyze the influence of transactional leadership and career development on employee performance of PT. Tri Karya Wiguna with work motivation as intervening variable.

Respondents of this research is all employee of PT. Tri Karya Wiguna with population of 86 people. In examining data, this research used validity and reliability test. In analyzing data, this research used quantitative research method which consists of path analysis, goodness of fit, hypothesis test, coefficient of determination (R^2), and Sobel test for detecting mediation effect by using programming tools IBM SPSS (Statistic Package for Social Science) 23.

The result of this research show that transactional leadership and career development have positive effect for employee motivation and performance. According to the Sobel Test result, there is meditation relationship between independent and dependent variable, which is motivation mediates the influence of career development and transactional leadership on performance.

Keyword: transactional leadership, career development, employee performance, and motivation