

## **ABSTRACT**

*This research is titled "Analysis of the influence of Transformational Leadership, Compensation Satisfaction, and Organizational Commitment on Employee Performance ". The purpose of research is to indentify and analyze whether organizational commitment have an influence on the performance of employees at PT Perkebunan Nusantara IV (persero) Medan Unit Kebun Pabatu.*

*The population in this study were all employees of kantor MPC PT. Pos Indonesia cabang Semarang. Samples of this study are 66 employees. The hypothesis in this study is the transformational leadership, compensation satisfaction, and organizational commitment has positive and significant on employee performance.*

*The results showed that there is a positive and significant correlation between Transformational Leadership, Compensation Satisfaction, and Organizational Commitment on Employee Performance in kantor MPC PT. Pos Indonesia cabang Semarang 56,3% means that employees performance variables in this study can be explained by the variable of transformational leadership, compensation satisfaction, and organizational commitment of 56,3 %.*

*Keywords: Transformational Leadership, Compensation Satisfaction, Organizational Commitment, Employee Performance*