

## **ABSTRACT**

*Tough industry competition is a challenge also trigger for every corporate to improve as its existence. Human resources becoming one of the key factor for mediating the successful chain for a corporate in achieving it's vision either dealt target. The vision achievement definitely determined by employee performances as the generator of company. Certainly, employee performance is influenced by the role of human resources inside which is transformational leadership in the company that can articulate vision and internalize values of company so organizational commitment can be developed. This research conducted in PT. Cipta Krida Bahari Division Integrated Logistic Services Cakung Office. Lately, there was a leader transition in this division and affect in decreasing of employee performance. This research also based on research gap found on the previous research between Dwiyekti (2011) and Indica (2013), Andreia (2012) & Khan et al (2012). The purpose of this research is to find out and analyze further about transformational leadership influence on employee performance with organizational commitment as mediating variable.*

*The data used in this research compiled through questionnaire distribution to 35 permanent employee in PT. Cipta Krida Bahari Division Integrated Logistic Services Cakung Office who have more than one year working period with purposive sampling method. The techniques of data testing in this research includes the reliability test, the validity test, the classical assumption test, path analysis, and the Sobel test to examine the mediation effect with SPSS 16.0 application.*

*The results of this study indicates that transformational leadership has positive and significant effect on employee performance with organizational commitment as a mediating variable; and transformational leadership directly has positive and significant effect on employee performance.*

*Key words : transformational leadership style, organizational commitment, employee performance*