

## **ABSTRACT**

*Transformational leadership is described as a leadership style that is able to motivate the workers so that they can improve themselves and hence maximize their performance. Meanwhile transactional leadership is often described as a leadership style that gives the explanation regarding the responsibilities of a subordinate and the paybacks that they could earn in return after achieving the determined standard of working. To improve the worker's performance, leaders who can apply both transformational and transactional leadership are needed.*

*The object of this research is to find out the influence of both styles of leadership towards the performance of those who work at PT PLN (Persero) Distribusi Jawa Tengah dan DIY. There are 50 respondents chosen within the entire workers of PT PLN (Persero) Distribusi Jawa Tengah dan DIY. This research uses purposive sampling method to determine the samples. Meanwhile to analyze the data, this research uses multiple linier regressions after tested by validity test and reliability test.*

*This research's result shows that both transformational and transactional leaderships partially and simultaneously affected the performance of the workers at PT PLN (Persero) Distribusi Jawa Tengah dan DIY in positive and significant manner. However, transformational leadership has the bigger effect towards the workers' performance. It is suggested for company's leaders to combine both styles of leadership to create an effective leadership that is able to improve the performance of the whole organization.*

*Keywords: Leadership, Transformational Leadership, Transactional Leadership, Employee Performance*