

## **ABSTRACT**

*Human resource management really give impact toward organization effectively and competitive ability. by this fact the company demanded to empower and optimize the human source factor which currently the number of human resource is limited to reach the company goal efficiency and effectively. the aim of the research are to analyze the impact of leadership transformational style toward the organizational commitment of employee in pt sun motor semarang, to analyze the impact of organization culture toward the organizational commitment of employee in pt sun motor semarang.*

*The result of the research is the style of the transformational leadership have positive impact and significantly toward organizational commitment, means that if transformational leadership applied better so the organization commitment will increase. the culture of organization also give positive impact and significant to organization commitment , means if culture of organization will be better, so the commitment of organization will increase.*

*The population of this research is the employee of sun motor who already contributed more than 1 year which has 115 people. based on the calculation we decide to take 89 samples. the technic of taking samples is simple random sampling, which this technic taken randomly without concerning the level of population and all of population has the same right. the kind of data which being use is primary data by using gather method and documentation of data. the tools of the analysis which being used is double regression.*

*Keywords: Transformational Leadership, Organization culture and organizational commitment.*