

ABSTRACT

The existence of human resources in the organization plays a very important role, including in the public sector. The government have to make changes toward better considering society's bad view of government in Indonesia. transformational leadership is very appropriate to be applied in any organization that demands change, including the public sector. Many studies have noted that transformational leadership can influence organizational culture and employee performance. This study aims to reexamine the influence of transformational leadership on the performance of employees within the bureaucracy through the organizational culture as an intervening variable.

This study used a questionnaire as a method of data collection and was given to 87 respondents in 9 sections in Sekretariat Daerah Pemerintah Kota Pekalongan. The Data was analyzed by using multiple regression analysis and path analysis with SPSS 17.0.

The results obtained in this study include that transformational leadership has a positive and significant influence on the organizational culture, organizational culture has a positive and significant impact on employee performance, and transformational leadership has a positive and significant effect on the employee performance. Based on path analysis, leadership can directly affect the performance of employees or indirectly through organizational culture as an intervening.

Keywords: Transformational Leadership, Organizational Culture, Employee Performance.