

ABSTRACT

This research replicated and adjusted foreign journal where labour's perception of organisational leaders analyzed. The variables are age and work experience. And, the purpose is to know what is difference between older labours with younger labours and experienced labours with less-experienced labours of organisational' leaders.

*The research used questioners with simple random sampling technique to Human Resources Division in PT. Bank Internasional Indonesia. Factor analysis and independent sample *t* test are used as analysis method. The variables of reasearch are age and work-experience.*

This research find that influence, power, and interchangeability as variables of leaders. The results are older labours perceive greater influence of leader when compared with the perception of younger labours. Older labours perceive the interchangeability of leaders more negatively when compared with the perception of younger labours. Last, labours with more work experience perceive more influence when compared with the perception of labours with less experience.

Keywords: perception, leadership, age, work-experience