

ABSTRACT

Performance assessment is a method to assess the job performance by an employee if the employment targets have been charged to him. Performance appraisal is a process of evaluating how well employees perform their jobs compared dengans standard devices, and communicate that information to the employee. Performance assessment is also called ranking employee, employee evaluation, performance review, performance evaluation, and assessment of results. Performance appraisals are widely used to manage payroll, providing performance feedback, and identify the strengths and weaknesses of individual employees.

This study aimed to determine the effect of transformational leadership and motivation on employee performance. The sample used by 82 respondents employees of PT. KAI DAOP IV Semarang. Data analysis was performed using multiple linear regression.

Based on the analysis concluded that transformational leadership and motivational variables may affect the performance of the variable employee at PT KAI Daop IV Semarang. Formed regression equation is: $Y = 0.515X_1 + 0.473 X_2$. To improve the performance of employees from transformational leadership aspects, in order to increase the confidence of the leadership of part or section lead. With this belief can increase the sense of self-employees in completing the work. To improve the performance of the employee is that employee motivation aspect to better enjoy all forms of tasks both easy and difficult it well, so there is motivation in the responsibility for the completion of each task.

Keywords : Transformational Leadership, Motivation, Employee Performance