

ABSTRACT

Every company has a goals to achieve, in the process a company operating system that is supported by Human Resources is needed which has the potential to become an important capital to play a crucial role in achieving the company's goals. One of the company's achievements can be achieved through good and qualified employee performance. Therefore, companies need the best possible human resources. So in this study aims to analyze the influence of transformational leadership style on employee performance through proactive work behavior an intervention, the study was conducted at PT. Telkomsel Grapari Semarang area.

This study uses quantitative methods by distributing questionnaires to obtain respondent data. The population in this study were all permanent employees of PT. Telkomsel Grapari Semarang Central Java which thinks 171 employees. While the sample used is 63 employees. The data analysis technique in the study used Partial Least Square with SmartPLS software for coefficient indicators and the influence of independent variables on the dependent variable.

The results showed that the transformational leadership style had a positive and significant effect on employee performance with proactive work behavior as an intervening variable and transformational leadership directly had a positive and significant effect on employee performance.

*Keywords : Transformational Leadership, Proactive Work Behaviour,
Employee Performance*