

## **ABSTRACT**

*This study aims to know effectiveness of cross cultural leadership between expatriat and local employee. Adaptation process occurs on two diferrence background of employee, expatriat and local. The characteristic of cross cultural leadership at multinational company is give a opportunity for employee to take decision, participative on making policies for all organizational member.*

*This type of research is qualitative research with a phenomenological approach. The method used in this research is interview with purposive sampling because researcher need to know managerial perspective. Used internal validation system test to confirm about answer respondent and correct all answer with expectation.*

*The results showed that the leadership at PT. XYZ with characteristics democratic leadership and high loyalty to company, leader motivate by support development program for employee and career path. Therefore health workplace created, increase productivity and effectiveness. There isn't difference between man and woman about opportunity of self – actualization, career, and skill. PT. XYZ based on ISO procedures, Kiken Yochi Training, and 5S. The company goals are zero accident, crtical defect zero, loss cost, and zero at by delivery.*

***(Keywords: Cross Culture Leadership, Hofstede's dimension, National Culture, Japan Company, Cross Culture Communication)***