

Abstract

The aim of this research is analyzing relationship among transformational leadership, organizational learning, process innovation and company performance in PT. PLN (Persero) Distribusi Jawa Tengah dan D.I.Y.

The population in this research are structural officers of PLN office consisting of the supervisors and managers at UPJ level in the working area of PT. PLN (Persero) Distribusi Jawa Tengah dan D.I.Y. The number of sample is 132 respondents, obtained with simple random sampling technique, using a questionnaire instrument. The data obtained was then analyzed with index analysis and Structural Equation Model (SEM).

Results index analysis showed that transformational leadership shown by PLN DJTY leaders has been at optimal level, likewise, process innovation, and performance, while organizational learning has a medium value. SEM analysis results showed that transformational leadership and organizational learning proven had positive influence to process innovation, and innovation process had positive influence on company performance. But this research could not proved a significant influence of transformational leadership and organizational learning on company performance.

Key Words: Transformational Leadership, Organizational Learning, Process Innovation, Company working Performance