

ABSTRACT

This study aims to find out the influence of the top five personalities on transformational leadership in leader employees of PT Perkebunan Nusantara XI moderated by power distance.

The study involved 113 respondents who were leadership level employees who had at least one year of work experience. To determine the effect of moderation resulting from power distance, this study uses the moderated regression analysis method.

The results showed that of the five personalities, extraversion and neuroticism were not significantly related to transformational leadership. Overall, the variables of the research model can explain 63,2% of transformational leadership

Key-word: *big five personalities, transformational leadership, power distance*