

## ABSTRACT

The purpose of this study was to determine the effect of Transformational Leadership and Organizational Culture variables on employee performance improvement. Based on company data, it is shown that there was a decrease in employee performance in 2019-2020. With this decline in performance that underlies the holding of this study, then conducted research on transformational leadership style and organizational culture on employee performance at PT. PLN UP3 Tegal simultaneously or partially.

This sample amounted to 89 respondents who were determined using the Isaac and Michael tables. The data was collected by means of a questionnaire and then analyzed using multiple linear regression analysis.

The results showed that (1) Partially the transformational leadership style variable has a significant effect on the employee performance variable of PT. PLN UP3 Tegal. (2) Partially, organizational culture variables that have a significant effect on the performance of employees of PT. PLN UP3 Tegal. Simultaneously or collectively the transformational leadership style variable, organizational culture has a significant effect on the performance of the employees of PT. PLN UP3 Tegal.

*Keywords: Transformational Leadership Style, Organizational Culture, Employee Performance*