

## ABSTRAK

Penelitian memiliki tujuan menganalisa adakah pengaruh gaya kepemimpinan transformasional, budaya organisasi dan motivasi kerja terhadap kinerja karyawan PT Garudafood Putra Putri Jaya Tbk. Pendekatan yang dipakai yakni kuantitatif deskriptif serta populasi sejumlah 520 orang dan sampel 84 orang. Sesuai hasil statistik diperoleh hasil t - hitung gaya kepemimpinan transformasional 2,327 & signifikansi  $0,023 < 0,05$ . Diperoleh t-hitung Budaya Organisasi 3,468 & signifikansi  $0,01 < 0,05$ . Diperoleh hasil t-hitung motivasi kerja 3,602 & signifikan  $0,01 < 0,05$ . Didapatkan hasil f-hitung kinerja karyawan 16,104 & signifikansi  $0,000 < 0,05$ . Artinya secara uji-t & uji-f terbukti terdapat gaya kepemimpinan transformasional, budaya organisasi dan motivasi kerja berpengaruh terhadap kinerja karyawan PT Garudafood Putra Putri Jaya Tbk.

**Kata kunci** : gaya kepemimpinan transformasional, budaya organisasi, motivasi kerja, kinerja karyawan

## ABSTRACT

*This study purpose to analyze the influence of transformational leadership , organizational culture and work motivation on the performance of employees of PT Garudafood Putra Putri Jaya Tbk. The approach used is descriptive quantitative and a population of 520 people and sample of 84 people. According to the statistical results, the t-count results for transformational leadership style are 2,327 & the significant is 0.023 <0.05. Obtained t-count Organizational Culture 3,468 & significance 0.01 <0.05. The result of t-count work motivation is 3.602 & significant 0.01 <0.05. The results of the f-count of employee performance are 16.104 & a significance of 0.000 <0.05. This means that the t-test & f-test proved that there is a transformational leadership style, organizational culture and work motivation on the performance of PT Garudafood Putra Putri Jaya Tbk. employees.*

**Keywords:***transformational leadership , organizational culture, work motivation, employee performance*