

## ABSTRACT

**Title** :” *The Effect of Transformational Leadership Style and Organizational Culture on Employee Performance Through Employee Job Satisfaction (Case Study at PT. HMS Tbk tangerang)*”.

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**Study Program:** Management

*The purpose of this research was to determine the effect of transformational leadership style and organizational culture on employee performance with employee job satisfaction as an intervening variable at PT. HMS Tbk Tangerang. Dependent variable is an employee performance and intervening variable is an employee job satisfaction. This research was conducted at PT. HMS Tbk Tangerang, which is engaged in the manufacturing tire. The sample used in this study was 81 respondents with a purposive sampling technique. The method in this research uses the Path Analysis technique.*

*The result of this study indicates that the transformational leadership style and organizational culture have a positive and significant effect on employee job satisfaction; subsequently the leadership style, organizational culture and employee job satisfaction have a positive and significant effect on employee performance. For this research employee job satisfaction variables have a smaller effect between transformational leadership style and organizational culture on employee performance through employee job satisfaction. Based on this research, companies must pay attention on employee job satisfaction, applied leadership styles and organizational culture.*

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