

**THE EFFECTS OF TRANSFORMATIONAL LEADERSHIP AND  
ORGANIZATIONAL CULTURE ON EMPLOYEE'S PERFORMANCE  
(Case Study at Nippon Paint Company Branch in Bengkulu City)**

By:  
Mia Tri Agustina<sup>1)</sup>  
Tito Irwanto and Eska Prima Monique D<sup>2)</sup>

**ABSTRACT**

*This study aims to determine the calculation and effect of leadership and organizational culture on employee's performance at Nippon Paint company branch in Bengkulu City. The analytical method used in the research is the quantitative method. Based on research results, Transformational Leadership has a significant effect on Employee's Performance because  $t_{count}$  (2.753) is greater than  $t_{table}$  (1.674) with a significant value of  $0.008 < 0.05$ . This illustrates that the better the transformational leadership at Nippon Paint company branch in Bengkulu City, the more employee's performance will increase. Organizational culture does not have a significant effect on employee's performance because  $t_{count}$  (0.771) is smaller than  $t_{table}$  (1.674) with a significant value of  $0.445 > 0.005$ . This illustrates that employees at Nippon Paint company branch in Bengkulu City. From the simultaneous test results we can see that there is a significant effect between transformational leadership and organizational culture on the employee's performance at Nippon Paint company branch in Bengkulu City together because the value of  $F_{count} > F_{table}$  is  $4.581 > 3.18$  with a significance of  $0.015 < 0, 05$ . From the results of the coefficient of determination test, the R square value is 0.155 or 15.5%. It can be concluded that there is a variable effect on employee's performance of 15.5%. The remaining 84.5% is effected by variables outside this research.*

**Keywords:** *Transformational Leadership, Organizational Culture, Employee's Performance.*

- 1) Student (Management)*
- 2) Supervisors*

