

ABSTRACT

This research is a survey of maintenance division employees of retail companies in Indonesia. This research takes the title: "The Influence of Transformational Leadership Style and Motivation on Employee Performance at PT Retail on a National Scale Maintenance Division".

This study aims to determine the effect of transformational leadership and motivation on employee performance. Respondents in this study were employees of the maintenance division with a total sample of 100 respondents. This research method uses quantitative research using purposive sampling method.

Based on the results of research and data analysis using SPSS (Statistical Product and Service Solution) shows that: (1) transformational leadership has a positive effect on employee performance; (2) Motivation has no effect on Employee Performance; (3) Transformational leadership and motivation together influence employee performance.

The implication of this research is that PT Retail's maintenance division needs to increase idealized influence and inspirational motivation, especially at the level of the leader's ability to convey the company's vision and mission, give confidence to followers, and the need to foster enthusiasm in the work environment. In the motivation variable, companies need to pay attention to work motivation on the need for power, especially the desire to compete with colleagues accompanied by training to increase knowledge and experience for employees. On employee performance variables, companies need to pay attention to the quantity of work with the level of punctuality in completing work and regarding cooperation with the level of willingness to excel with colleagues so that it can be improved again.

Keywords: *Employee Performance, Transformational Leadership, and Motivation*