

ABSTRACT

Leadership is the key factor for the development of human resources in the company. One of the leadership types that may increase the employees' motivation is the transformational leadership. Therefore, this study was purposed to find out the significant effects of transformational leadership components consisting of charisma, inspiration, intellectual stimulation, and individual consideration contributing partially to the employees' performance of Human Resources and General Affairs Department of PT. X Surabaya.

This study was quantitative. The samples involved all staff of Human Resources and General Affairs Department of PT. X Surabaya, totaling 60 people. The analysis technique used in this study was simple linear regression.

Regression equation from the calculation:

$$Y = -0.013 + 0.845 X$$

The study showed that transformational leadership components consisting of charisma, inspiration, intellectual stimulation, and individual consideration have partially provided significant effects to the employees' performance of Human Resources and General Affairs Department of PT. X located in Surabaya.

Keywords: transformational leadership, component/dimension of transformational leadership, employee's performance

