

ABSTRACT

Joko Widodo as Indonesia current president has purpose nine big plan which known as Nawacita. One of the plans is to develop Country's biggest potential to become the world's maritime axis since Indonesia is the biggest archipelago country and located in the most strategic place. In order to execute the plan, every company in maritime sectors has to be ready to upgrade their standard and quality.

Human resources become main consideration and benchmark in company overall performance. Because human resources is the one who keeps company's process running. There are two important human resource elements, leaders and employee. Leaders play the most crucial parts in this process, as they have to lead while at the same time they have to be able to empower their employees. Employee empowerment is believed to bring positive impact on employee performance, which linked to company performance.

This qualitative research is discussing about the implication of leadership style in employee empowerment in PT. Terminal Petikemas Surabaya in the context of *sea toll* development. This research conducted in PT. Terminal Petikemas Surabaya (TPS), as one of international terminal in Indonesia, which also is known as an Eastern Indonesia portal. *Authentic, Participative, and Transformational* leadership style is identified based on semi-structured interview and open-questionnaire with directors, managers and employee.

Significant company performance that derive from company productivity become on of the indication that leadership style that being applied in this company is well and also become one of evidence that the company supporting government program, yet its effect the employee empowerment is just at the moderate level.

Keywords: Leadership, leadership style, Transformational, participative, authentic, Employee Empowerment.