

## ABSTRAK

**Fahrul Al Akbar (2021)**, Pengaruh Gaya Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Perkebunan Minanga Ogan Pabrik PKS SENM. Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Perkebunan Minanga Ogan Pabrik PKS SENM. Dalam melakukan analisis digunakan Metode Analisis Regresi Linear Berganda. Berdasarkan analisis data dan pembahasan secara parsial Kepemimpinan (X1) berpengaruh terhadap Kinerja (Y), dengan hasil  $T_{hitung} (2,132) > T_{tabel} (2,010)$ , Motivasi Kerja (X2) berpengaruh terhadap Kinerja (Y), dengan hasil  $T_{hitung} (9,303) > T_{tabel} (2,010)$ . Sedangkan secara Simultan Gaya Kepemimpinan Transformasional dan Motivasi Kerja berpengaruh simultan terhadap Kinerja Karyawan PT. Perkebunan Minanga Ogan Pabrik PKS SENM, dengan hasil  $F_{hitung} (177,337) > F_{tabel} (3,19)$ . Nilai Koefisien Determinasi (*R Square*) sebesar (0,881). Hal ini menunjukkan bahwa pengaruh Gaya Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Perkebunan Minanga Ogan Pabrik PKS SENM, sebesar 88,1% sedangkan sisanya sebesar 11,9% dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

**Kata Kunci : Gaya Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Perkebunan Minanga Ogan Pabrik PKS SENM**

## **ABSTRACT**

*Fahrul Al Akbar (2021), The influence of Transformational Leadership Style and Work Motivation on Employees' Performance at PT. Minanga Ogan Plantation PKS SENM Factory. This study aims to determine the influence of transformational leadership style and work motivation on employees' performance at PT. Minanga Ogan Plantation PKSENM Factory. In conducting the analysis used Multiple Linear Regression Analysis Method. Based on data analysis and discussion partially Leadership (X1) has an influence on Performance (Y), with the results  $T_{count} (2,132) > T_{table} (2,010)$ , Work Motivation (X2) has an influence on Performance (Y), with the results  $T_{count} (9,303) > T_{table} (2,010)$ . While Simultaneously Transformational Leadership Style and Work Motivation have a simultaneous influence on Employees' Performance of PT. Minanga Ogan Plantation PKS SENM Factory, with  $F_{count} (177.337) > F_{table} (3.19)$ . The value of the coefficient of determination (R Square) is (0.881). This shows that the influence of Transformational Leadership Style and Work Motivation on Employees' Performance of PT. Minanga Ogan Plantation, PKS SENM Factory, amounted to 88.1% while the remaining 11.9% was influenced by other variables not explained in this study.*

**Keywords:** *Transformational Leadership Style and Work Motivation on Employees' Performance at PT. Minanga Ogan Plantation PKS SENM Factory*