

## **ABSTRAKSI**

Penelitian ini bertujuan untuk menganalisis pengaruh iklim organisasi terhadap gaya kepemimpinan transformasional dan gaya kepemimpinan transaksional dan dampaknya terhadap kinerja karyawan pada PD. BKK Dempet Kabupaten Demak.

Sampel dalam penelitian ini sebesar 71 responden. Untuk menentukan besarnya jumlah sampel dalam penelitian ini menggunakan penelitian populasi atau penelitian sensus yaitu mengambil semua populasi sebagai responden penelitian. Dengan demikian jumlah sampel penelitian sebanyak 71 orang. Metode analisis data menggunakan regresi linier berganda.

Hasil pengolahan dapat disimpulkan bahwa (1) ada pengaruh positif dan signifikan antara variabel iklim organisasi terhadap gaya kepemimpinan transformasional, (2) ada pengaruh positif dan signifikan antara variabel iklim organisasi terhadap gaya kepemimpinan transaksional, (3) ada pengaruh positif dan signifikan antara variabel gaya kepemimpinan transformasional terhadap kinerja karyawan, (4) ada pengaruh positif dan signifikan antara variabel gaya kepemimpinan transaksional terhadap kinerja karyawan, (5) ada pengaruh positif dan signifikan antara variabel iklim organisasi terhadap kinerja karyawan.

**Kata Kunci :** iklim organisasi, gaya kepemimpinan transformasional, gaya kepemimpinan transaksional dan kinerja karyawan

## **ABSTRACT**

This study aimed to analyze the influence of organizational climate on transformational leadership and transactional leadership styles and their impact on employee performance in PD. BKK Dempet Demak district.

The sample in this study amounted to 71 respondents. To determine the number of samples in this study using population studies or research that is taking all the population census as respondents. Thus the number of sample as many as 71 people. Methods of data analysis using multiple linear regression.

Processing results can be concluded that (1) there is a positive and significant influence between the variables of organizational climate on transformational leadership style, (2) there is a positive and significant influence between the variables of organizational climate on transactional leadership style, (3) there is a positive and significant influence between the variables style transformational leadership on employee performance, (4) there is a positive and significant influence between transactional leadership style variables on the performance of employees, (5) there is a positive and significant influence between the variables of organizational climate on employee performance.

**Keywords :** organizational climate, transformational leadership, transactional leadership style and employee performance