

ABSTRACT

Humans are the most important resource in an organization, agency or company without the human aspect, it is difficult for the organization to develop the mission and goals that have been set. It can also be said that if the human factor does not exist then the organization concerned also does not exist because of the actor or object that an organization wants to address.

This study aims to determine the effect of Transformational Leadership, Job Stress, and Work Motivation on Employee Performance at the Directorate of Metrology, Bandung City, either directly or indirectly. The research method used is descriptive and verification method. The sampling technique used is probability sampling with a total sample of 122 respondents. Data collection techniques used were observation, interviews, and questionnaires. The data analysis method used is multiple linear regression, multiple correlation analysis, and analysis of the coefficient of determination.

The results of this study indicate that there is a positive and significant influence between transformational leadership, work stress, and work motivation on employee performance at the Directorate of Metrology, Bandung City simultaneously 61.5%. Meanwhile, partially, the influence of transformational leadership on employee performance is 23.7%, then the effect of work stress on employee performance is 14.7%, and the effect of work motivation on employee performance is 23.1%. So it can be concluded that the transformational leadership variable makes the most dominant contribution to employee performance at the Directorate of Metrology, Bandung City, West Java Province.

Keywords: Transformational Leadership, Work Stress, Work Motivation, Employee Performance