

ABSTRACT

The Effect of Transformational Leadership, Innovative Work Behavior, and the Work Environment on Employee Performance
(a Study of Employees at the Hino Dealer of PT Maya Graha Indah, Tasikmalaya Branch)

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This study aims to determine the condition of Transformational Leadership, Innovative Work Behavior, Work Environment, and Employee Performance and to analyze the influence of Transformational Leadership, Innovative Work Behavior, and Work Environment on Employee Performance among employees of the Hino Dealer PT Maya Graha Indah Tasikmalaya Branch. This research employed a quantitative approach with a verificative research type that is explanatory in nature. Data were collected through the distribution of questionnaires using a Likert scale to 33 employees as respondents. The collected data were analyzed using the Statistical Product and Service Solutions (SPSS) version 26 program. The results of the study indicate that: (1) Transformational Leadership influences Employee Performance, (2) Innovative Work Behavior influences Employee Performance, and (3) Work Environment does not influence Employee Performance among employees of the Hino Dealer PT Maya Graha Indah Tasikmalaya Branch.

Keywords: Transformational Leadership, Innovative Work Behavior, Work Environment, Employee Performance.