

EFFECT OF TRANSFORMATIONAL LEADERSHIPS AND THE WORK
ENVIRONMENT AGAINST PERFORMANCE AUDITOR IN
REPRESENTATIVE BPK OF LAMPUNG PROVINCE

Abstract

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Human resources is a factor that was instrumental in the organization of the company or a government agency, human resources in addition to being the object of development goals, also as the subject of development, of sufficient quality to support the success of national development. Leadership development is the backbone of an organization because without good leadership will be difficult to achieve organizational goals, even to adapt to the changes that are taking place inside or outside the organization.

The problem in this study : whether transformational leadership and work environment can be influence on employee performance. The purpose of this study was to determine the influence of transformational leadership and work environment on employee performance. The hypothesis is (1) Transformational leadership can be to influence on the performance of BPK Auditor (2) The work environment can be influence the performance of BPK Auditors in Representative of Lampung Province (3) Transformational leadership and work environment can be together to affect the performance of Auditors in BPK Province Lampung.

The results of this study indicate that the hypothesis of transformational leaderships and work environment affect the performance of auditors in representative of BPK Province Lampung is true. Transformational leaderships is a factor that has the greatest influence, that is equal to 52.4% when compared with the working environment variable affects only amounted to 42.4%.

Authors suggested that transformational leaderships style needs to be maintained by increasing cooperation among employees. The working environment is second priority, efforts of improving the physical facilities by improving comfort workspace, so comfort is expected to bring satisfaction to people who served. In addition, the Representative of BPK RI in Lampung Province should pay more attention the work safety to auditors and integrity of the auditors, because it is based on the results of the tabulation of respondents have the smallest value.

Further studies, should be investigated for wider objects by adding other variables that influence employee performance.

Keywords: transformational leadership, work environment and performance.