

# **Analysis of the Influence of Leadership Styles (Transformational and Transactional) on Performance Through Employee Job Satisfaction at the Aek Torop Plantation of PTPN IV Regional I**

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## **ABSTRACT**

This study aims to analyze the effect of job security and organizational commitment on turnover intention and its impact on the performance of outsourcing employees at PT. Perkebunan Nusantara IV Regional I. This study uses a quantitative approach with the Partial Least Square analysis method to test the relationship between variables. Secondary data used were obtained from questionnaires, with samples selected using the Structural Equation Modeling technique. The results of the study indicate that job security and organizational commitment have a positive effect on turnover intention and its impact on the performance of outsourcing employees.

***Keywords : Leadership Styles , Transformational Performance, Job Satisfaction.***