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The Influence Of Transformational Leadership And Reward Systems On Employee Performance At Recheese Factory Kedaton Fast Food Restaurant, Bandar Lampung

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Abstract

Transformational leadership and reward systems play an important role in improving employee performance in the fast-food restaurant industry. Inspirational leadership and fair, transparent reward systems can enhance employee motivation, commitment, and productivity. Therefore, this study analyzes the influence of transformational leadership and reward systems on employee performance at Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung. The purpose of this study is to examine the effect of transformational leadership and reward systems on employee performance at Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung. This research employs a quantitative approach. The population consists of all employees of Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung, totaling 35 employees, with a sample of 35 respondents. Data analysis was conducted using multiple linear regression analysis. The results indicate that transformational leadership and reward systems have a positive and significant effect on employee performance, both individually and simultaneously, indicating that both variables are important factors in enhancing employee performance.

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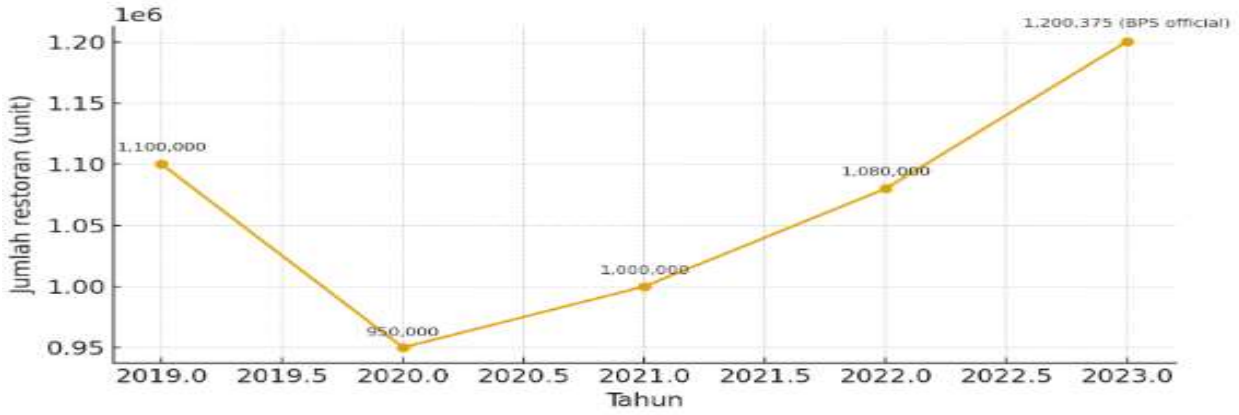
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Keywords: Transformational Leadership, Reward System, Employee Performance.

INTRODUCTION

The restaurant industry in Indonesia has shown strong recovery and expansion post-pandemic, with the number of food and beverage service businesses recorded an increase of around 21.13% between 2016 and 2023. This growth is driven by increasing domestic consumption, the expansion of delivery services and *on-demand platforms* that have seen an increase in *merchants,* as well as urbanization and changes in consumer lifestyles. The government and industry players project that the food and beverage sector will continue to grow in the range of 5-7% in the 2023-2024 period, making restaurants one of the subsectors that remains attractive to investors and franchisees, including fast food restaurants (Central Bureau of Statistics, 2023).

The development of fast-food restaurants in Indonesia has experienced significant growth over the past decade, in line with changes in urban lifestyles that demand fast and convenient service. According to data from the Central Statistics Agency (2023), the food and beverage subsector experienced a 21.13% increase from 2016 to 2023, indicating high interest in modern culinary businesses. This growth was also driven by the rapid expansion of local and international franchise networks such as McDonald's, KFC, and HokBen, which continue to expand their reach to various regions in Indonesia (Directorate General of Agro-Industry, 2023).



Source: BPS (2023)

Figure 1.
Development of Fast Food Restaurants in Indonesia 2019-2023

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Based on the graph of the development of the number of restaurants in Indonesia for the period 2019–2023, fluctuations are visible, reflecting the dynamics of the national culinary sector. In 2019, the number of restaurants was estimated to reach around 1.1 million units, but experienced a significant decline in 2020 to around 950,000 units due to the impact of the COVID-19 pandemic, which caused many culinary businesses to temporarily or permanently close. As economic conditions improved and public mobility increased, the number of restaurants rose again to around 1 million in 2021 and continued to grow to 1.08 million in 2022. The peak occurred in 2023, with the number of restaurants reaching around 1.2 million units (official data from Statistics Indonesia), indicating a strong recovery and increased business confidence in the food and beverage sector. This trend indicates that the restaurant industry in Indonesia has good resilience and promising growth potential post-pandemic.

Amidst this dynamic, local brands have emerged that have successfully expanded rapidly, one of which is Richeese Factory, a fast-food restaurant from Bandung that first opened on February 8, 2011, at Paris Van Java Mall. Since its launch, Richeese Factory has grown, opening dozens to hundreds of outlets in various major cities in Indonesia and building a product image based on crispy fried chicken and its distinctive cheese sauce (Richeese Factory, 2024).

The development of the fast food restaurant business in Lampung Province shows a positive trend along with the increasing consumption of ready-to-eat food and beverages in urban communities as presented in the following graph.

Table 1. Development of Fast Food Restaurants in Lampung Province 2019-2024

No	Year	Number of Fast Food Restaurants (units)
1	2019	420
2	2020	390
3	2021	450
4	2022	520
5	2023	600
6	2024	690

Source: BPS Lampung Province (2024)

The development of the fast-food restaurant business in Lampung Province showed a positive trend throughout 2019-2024. Although it experienced a decline in 2020 due to the impact of the COVID-19 pandemic, which restricted dining out, the sector began to recover in 2021 with

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increased consumption of fast food, particularly in urban areas such as Bandar Lampung and Metro. This growth continued into 2023, with a total of around 600 fast-food restaurants and 690 fast-food restaurants in 2024, driven by changes in people's increasingly practical lifestyles, increasing middle-class purchasing power, and the expansion of national and international franchise brands into the Lampung region. This trend indicates that the fast-food culinary market in Lampung has economic potential that continues to grow along with urbanization and the digitalization of food delivery services.

In the Bandar Lampung City area, consumption of ready-to-eat food and beverages was recorded to have increased from 33.29% in 2020 to 34.20% in 2021. In addition, as recorded by the Central Statistics Agency of Lampung Province, in 2023 the proportion of household consumption expenditure for food and beverages (excluding restaurants) reached 56.91%, which indicates that expenditure on restaurants and fast food eateries has significant room to increase (Central Statistics Agency of Lampung Province, 2024).

The Recheese Factory Fast Food Restaurant in Kedaton, Bandar Lampung, is renowned for its cheese-based menu, specifically its unique and varied cheese dishes, from snacks to main courses. Strategically located in the Kedaton area, Recheese Factory is easily accessible to both locals and tourists. The restaurant's atmosphere is comfortable and modern, with attractive decor that appeals to families and young people. In addition to dine-in, Recheese Factory also offers delivery and *takeaway services,* making it convenient for customers. The quality of its ingredients is always considered to maintain the taste and consistency of its products. The restaurant continues to develop innovative menus and promotions to enhance customer satisfaction and competitiveness in the Bandar Lampung culinary industry. As part of a rapidly growing restaurant chain, it faces challenges in retaining and improving employee performance amidst intense industry competition.

Employee performance is a key factor in determining a company's operational success and competitiveness, including in the culinary sector, as employees are the spearhead in providing service and maintaining product quality. High performance not only impacts operational efficiency but also influences customer satisfaction, restaurant image, and consumer loyalty. Competent, disciplined, and motivated employees are able to complete tasks on time and maintain service quality standards. Furthermore, employee performance is closely related to innovation in menu presentation, handling customer complaints, and collaboration between teams in the restaurant. Therefore, companies need to implement an effective human resource management system, including training, evaluation, and rewards, to encourage continuous performance improvement.

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Through optimal employee performance, restaurants can maintain their competitive position and achieve sustainable growth (Edison, 2020).

One approach that can improve employee performance is through transformational leadership, as this leadership style can encourage positive changes in employee behavior and attitudes. Transformational leaders not only provide direction but also inspire and motivate subordinates to achieve higher goals and develop their potential optimally. Employees feel valued, motivated, and more committed to the organization's vision and mission. Furthermore, transformational leadership encourages innovation, solid team collaboration, and a work environment that supports continuous learning. The impact of this leadership style is reflected in increased productivity, service quality, and customer satisfaction, thereby significantly improving overall organizational performance. Transformational leadership is an important strategy in developing competent and highly competitive employees (Utami *et al* ., 2024).

Research by Santoso *et al* . (2023) shows that transformational leadership has a significant positive impact on employee performance because this leadership style creates a supportive, participatory, and empowering work environment. Transformational leadership encourages employees to develop competencies, innovate, and contribute maximally to achieving the organization's shared goals. Furthermore, this approach increases intrinsic motivation and employee commitment, making them more enthusiastic in carrying out their duties and responsibilities.

Research by Putri (2025) revealed that an effective leadership style has a positive influence on employee motivation and performance, because leaders who are able to provide clear direction, support, and inspiration encourage employees to work optimally. Effective leadership also creates a conducive work environment, strengthens a sense of responsibility, and increases employee commitment to organizational goals. Furthermore, motivated employees tend to be more proactive, creative, and dedicated in completing their tasks, thus contributing to increased productivity and service quality.

Besides leadership, *reward systems* also play a crucial role in motivating employees, as appropriate recognition can encourage them to work optimally. *Rewards* given as a form of recognition for employee achievements, contributions, or superior performance not only increase job satisfaction but also strengthen intrinsic motivation and loyalty to the organization. A transparent and fair *reward system* helps employees feel valued and encouraged to maintain or improve their performance. Furthermore, *rewards* can foster healthy competition among employees, spurring productivity and innovation in the workplace (Andriansyah, 2023).

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Djisoko *et al* . (2020) emphasized that providing appropriate and proportional *rewards* significantly increases employee job satisfaction, as employees feel recognized and appreciated for their contributions. This increased job satisfaction, in turn, boosts employee motivation, commitment, and loyalty to the organization, positively impacting both individual and team performance. Furthermore, an effective *reward system* can also create a conducive work environment, strengthen work morale, and encourage the sustainable achievement of organizational targets. The study's findings emphasize the importance of implementing fair and consistent *rewards* as a human resource management strategy to improve employee productivity and performance. A *reward system* is not only a financial incentive but also a strategic psychological motivational tool for building optimal employee performance.

Every organization has unique characteristics that distinguish it from others, including its vision, mission, and internal structure. The work culture within the organization also plays a significant role in influencing how employees respond to leadership and the *reward system* implemented. Operational challenges, such as competitive pressures, resource availability, and team dynamics, can influence the effectiveness of management strategies on employee performance. These factors indicate that the impact of leadership and *reward systems* is not uniform, but rather depends on the organizational context and work environment (Fatikhatin *et al* ., 2025).

The combination of intrinsic motivation generated by transformational leadership and extrinsic motivation provided through *reward systems* needs to be analyzed holistically to understand their simultaneous impact on employee performance. Intrinsic motivation, which arises from inspiration, role models, and empowerment from leaders, can encourage employees to take initiative and contribute optimally, while extrinsic motivation through rewards or incentives provides additional, concrete encouragement. These two forms of motivation complement each other and, when implemented appropriately, can increase employee productivity, loyalty, and job satisfaction (Sari, 2025).

Based on the results of a pre-survey of 10 employees at the Recheese Factory Fast Food Restaurant in Kedaton, Bandar Lampung, employee perceptions regarding transformational leadership show positive potential but also several obstacles. The majority of employees feel that leaders are able to provide direction and inspiration, thus encouraging work motivation and active participation in the team. However, several employees stated that communication and individual attention from leaders are still uneven, so that not all employees feel fully supported. In addition, some employees feel that self-development and training opportunities are not optimal, which can

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limit their competency improvement. The next pre-survey results of 10 employees related to the *reward system* .

Table 2 Pre-Survey Results Regarding the *Reward System* At the Recheese Factory Fast Food Restaurant Employees, **Kedaton, Bandar Lampung**

No	***Reward* System Issues**	**Number of Employees Expresses Problem**	**Percentage (%)**
1	*Rewards* are less transparent and fair	6	60%
2	*reward* types are financial only	5	50%
3	Frequency of *reward giving* is rare	4	40%
4	The criteria for awarding *rewards* are unclear.	7	70%
5	*Rewards* are not linked to individual/team achievements	5	50%

Source: Pre-survey Results (2025).

Based on Table 2, the results of a pre-survey of 10 employees at the Richeese Factory Kedaton Bandar Lampung Fast Food Restaurant indicate that the *reward system* is a major concern. The most dominant issue is unclear *reward criteria, which was conveyed by 70% of employees, indicating uncertainty and potential dissatisfaction. Furthermore, 60% of employees considered rewards* to be less transparent and fair, while 50% felt that *rewards* were limited to financial aspects and not linked to individual or team achievements. The infrequent frequency of *rewards was also a problem for 40% of employees, potentially reducing motivation and loyalty. Overall, these results indicate that the* current *reward system is not fully effective in improving employee motivation and performance. Richeese Factory implements a reward system* for employees in the form of monthly incentives, annual bonuses, and performance awards such as *Employee of the Month* . Assessments are based on discipline, productivity, and customer service. In addition, high-performing employees have the opportunity to participate in training and job promotions. This system is designed to improve employee motivation, loyalty, and performance across all branches.

Regarding employee performance at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung, based on a pre-survey of 10 employees, it can be seen in the following table.

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Table 3 Pre-Survey Results Regarding Performance At the Recheese Factory Fast Food Restaurant Employees, **Kedaton, Bandar Lampung**

No	Employee Performance Issues	Number of Employees Expresses Problem	Percentage (%)
1	Delay in completing assignments	4	40%
2	Lack of initiative and proactivity	5	50%
3	Communication between teams is less effective	6	60%
4	Low work motivation	5	50%
5	Errors in menu presentation or service	3	30%

Source: Pre-survey Results (2025).

Based on Table 3, the results of a pre-survey of 10 employees at the Recheese Factory Fast Food Restaurant in Kedaton, Bandar Lampung, revealed several issues affecting employee performance. The most prominent issue was ineffective inter-team communication, reported by 60% of employees, which could potentially lead to coordination errors and lower service quality. Furthermore, 50% of employees reported a lack of initiative and work motivation, which could lower overall productivity and morale. Delays in completing tasks were also a concern for 40% of employees, while 30% acknowledged errors in menu presentation or service. These findings indicate that employee performance is suboptimal and needs to be improved through increased coordination, motivation, and training to maintain service quality and operational efficiency.

METHOD

This research employs a quantitative approach to examine the influence of transformational leadership and reward systems on employee performance at Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung. The population of this study consisted of all 35 employees, and a census sampling technique was applied, resulting in a sample of 35 respondents. Data were collected using structured questionnaires and analyzed using multiple linear regression analysis to determine both the partial and simultaneous effects of transformational leadership and reward systems on employee performance, with hypothesis testing conducted through t-tests and F-tests at a 5 percent significance level.

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DISCUSSION

Table 4 Multiple Linear Regression Test

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	45,993	5,247		8,766	.000
	Transformational leadership	.808	.182	.360	5,692	.003
	Reward system	.713	.146	.015	3,069	.019

a. Dependent Variable: Employee Performance

Source: Data Processed with SPSS 22, 2025

Multiple linear regression equation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e_t$$

$$Y = 45.993 + 0.808X_1 + 0.713X_2 + e_t$$

Interpretation:

1. The constant value of 45.993 indicates that if the transformational leadership variable (X1) and the *reward system* (X2) are zero, then the basic value of employee performance (Y) remains at 45.993. This illustrates that there are other factors outside the model that still contribute to the level of employee performance at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung.
2. The transformational leadership coefficient of 0.808 with a significance value of 0.003 indicates that this variable has a positive and significant influence on employee performance. This means that the better the transformational leadership implemented by the Recheese Factory Fast Food Restaurant in Kedaton, Bandar Lampung, the higher the level of employee performance.
3. *reward* system coefficient of 0.713 with a significance value of 0.019 indicates that the *reward system* has a positive and significant effect on employee performance. This means that the more consistent *the branding* of the Recheese Factory Fast Food Restaurant in Kedaton, Bandar Lampung, the higher the level of employee performance.

Partial hypothesis testing can be carried out to determine the influence of each independent variable on the dependent variable, if the sig value is <0.05 then the proposed hypothesis is accepted or Ho is rejected and Ha is accepted.

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Table 5 Partial Hypothesis Test (t-Test)

Influence	t_{count}	t_{table} (n-2;α0.05)	Condition	Conclusion
X_1 to Y	5,692	1,697	$t_{count} > t_{table}$ (0.003< 0.05)	Ho is rejected and Ha is accepted
X_2 to Y	3,069	1,697	$t_{count} > t_{table}$ (0.019<0.05)	Ho is rejected and Ha is accepted

Source: Processed data, 2025

1. Based on the hypothesis test above, the calculated value of the transformational leadership variable is 5.692 with a significance level of 0.00.3 because *the probability is much* smaller than 0.05, then transformational leadership has a positive and significant effect on employee performance, meaning Ho is rejected and Ha is accepted. The first hypothesis is " transformational leadership" has a positive and significant effect on the performance of employees of the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" is accepted.
2. Based on the hypothesis test above, the calculated reward system *variable* is 3.069 with a significance level of 0.019 because *the probability is* much smaller than 0.05, so the *reward system* has a positive and significant effect on employee performance, meaning Ho is rejected and Ha is accepted. The second hypothesis "the *reward system* has a positive and significant effect on employee performance at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" is accepted.

Table 6 Hypothesis Testing by ANOVA (F Test)

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	143,053	2	71,526	12,527	.002 [b]
	Residual	905,633	32	28,301		
	Total	1048.686	34			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Reward system, Transformational leadership

Source: Processed data, 2025

From the Anova test or F test, the calculated F was 12.527 with an F table of 3.3158 with a

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significance level of 0.00.2 because the probability *is* much smaller than 0.05, then **transformational leadership and the *reward system*** together have a significant effect on employee performance, meaning Ho is rejected and Ha is accepted. Thus, the third hypothesis : " transformational **leadership and the *reward system*** together have a significant effect on employee performance . significant impact on employee performance at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" can be accepted.

Table 6 Coefficient of Determination Test

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.669 [a]	.448	.221	1.31987

a. Predictors: (Constant), Reward system, Transformational leadership

Source: Data Processed with SPSS 22, 2025

Based on Table 4.18 regarding the coefficient of determination test, the R value of 0.669 indicates that the influence between the independent variables of transformational leadership and *reward systems* with the dependent variable of employee performance is quite strong. The *R Square value* of 0.448 indicates that the two variables are able to explain 44.8% of the variation that occurs in the dependent variable, while the remaining 55.2% is influenced by other factors outside the research model. However, the *Adjusted R Square value* of 0.221 indicates that after adjustments in the model, the predictive ability decreases and only 22.1% of the variation can be explained more accurately. Meanwhile, the *Std. Error of the Estimate value* of 1.31987 indicates the level of prediction error in the model, where the smaller this value, the better the prediction accuracy. However, this result still indicates that there is quite large variability in the data that has not been fully explained by the model.

The Influence of Transformational Leadership on Employee Performance

Based on the research results, it is known that the calculated value of the transformational leadership variable is 5.692 with a significance level of 0.00.3 because *the probability is much* smaller than 0.05, then transformational leadership has a positive and significant effect on employee performance, meaning Ho is rejected and Ha is accepted. The first hypothesis is " transformational leadership" positive and significant influence on employee performance at

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Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" was accepted . This shows that the implementation of a leadership style that is able to provide inspiration, motivation, and attention to the development of individual employees can encourage optimal performance improvement, both in terms of quality and quantity of work. Transformational leaders not only focus on achieving work targets, but also build positive work relationships, foster self-confidence, and increase employee commitment to the organization, so that employees are encouraged to work more effectively, productively, and responsibly in carrying out their duties.

Transformational leadership is a leadership style that focuses on change and innovation within an organization. Transformational leaders not only direct but also inspire and motivate their followers to achieve higher, shared goals. According to Bass, transformational leaders have the ability to change the values and priorities of their followers through personal influence and a clear vision (Asbari, Purwanto, and Budi, 2020).

The results of this study align with the findings of Suryadi, Dewi, and Trisnawati (2024), who demonstrated that transformational leadership has a significant positive impact on organizational performance and employee motivation. Furthermore, research by Mayangsari, Sunaryo, and Susyanti (2025) also demonstrated that transformational leadership significantly influences employee performance, thus strengthening the findings of this study that consistently implementing transformational leadership can increase employee morale, commitment, and productivity in achieving organizational goals.

Based on the description, it can be analyzed that transformational leadership plays an important role in improving the performance of employees at the Recheese Factory Kedaton Bandar Lampung Fast Food Restaurant, because it is able to create a conducive work environment, motivate employees to excel, and encourage employee involvement and loyalty to the company, which ultimately has a positive impact on achieving overall organizational goals.

Reward Systems on Employee Performance

Based on the research results, it is known that the t $_{\text{count of the}}$ *reward* system variable is 3.069 with a significance level of 0.019 because *the probability is* much smaller than 0.05, then the *reward system* has a positive and significant effect on employee performance, meaning Ho is rejected and Ha is accepted. The second hypothesis "the *reward system has a* positive and significant effect on employee performance at the Recheese Factory Kedaton Bandar Lampung Fast Food Restaurant" is accepted . This shows that providing fair, clear, and appropriate rewards according to work performance can motivate employees to improve their performance, both in

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terms of service quality and achievement of work targets. A *reward system* that is implemented consistently can also foster a sense of appreciation, increase job satisfaction, and encourage employees to work more disciplined, responsible, and result-oriented, thus having a positive impact on overall employee performance.

The results of this study align with research by Abidin, Fuadi, Salam, and Kahpi (2021), which demonstrated that the *reward* system significantly impacts employee performance. Therefore, it can be concluded that providing appropriate rewards commensurate with work performance can increase employee motivation, enthusiasm, and productivity in carrying out their duties and responsibilities. Furthermore, research by Hermasicha (2022) also suggests that the *reward system* significantly impacts employee performance at the Riau Province Settlement Infrastructure Center in Pekanbaru City, further strengthening the findings of this study, which demonstrates that implementing an effective and equitable *reward system can drive performance improvements in both the public and private sectors.*

Based on the description, it can be analyzed that the *reward system* plays an important role in strengthening the performance of employees at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung, because it is able to increase work motivation, foster a sense of appreciation, and encourage employees to work more disciplined, productive, and oriented towards achieving company targets.

Reward Systems on Employee Performance

Based on the research results, it is known that $_{\text{the calculated}}$ F is 12.527 with the F $_{\text{table}}$ of 3.3158 with a significance level of 0.00 2 because *the probability* is much smaller than 0.05, then transformational **leadership and the *reward system*** together have a significant effect on employee performance, meaning Ho is rejected Ha is accepted. Thus the third hypothesis : " transformational **leadership and the *reward system*** together have a significant effect on employee performance . significant impact on employee performance at Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" can be accepted . This shows that the combination of leadership styles that are able to inspire, motivate, and empower employees with the implementation of a fair and appropriate *reward system* can create a conducive work environment, increase employee motivation and commitment, and encourage optimal and sustainable performance improvements.

reward system, in an organizational context, refers to the structures and mechanisms used to reward employees for their contributions, performance, or positive behavior. *Rewards* extend

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beyond financial compensation to include various forms of non-financial recognition and incentives. An effective *reward system can increase employee motivation and positively influence their performance (Robbins and Judge, 2019). Implementing a transparent and fair reward system* is also crucial for maintaining employee trust in management and preventing internal conflict. Furthermore, a well-designed *reward system* can help a company achieve its strategic goals and increase its competitiveness in the market (Brilliantsyah, 2024).

The results of this study are in line with the research of Abid, Kistiani, and Unnaria (2024) which shows that leadership style, *reward,* and *punishment* have a significant effect on employee performance at the Solopeduli Ummat Pusat Foundation in Karanganyar, thus further confirming that leadership factors and reward systems are important elements in improving employee performance in various types of organizations.

Based on the description, it can be analyzed that transformational leadership and *reward systems* complement each other in strengthening the performance of employees at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung, because transformational leadership plays a role in building intrinsic motivation, commitment, and employee work spirit, while the *reward system* functions as a driver of extrinsic motivation through giving awards for work achievements, so that both are simultaneously able to increase productivity, discipline, and the quality of employee performance optimally.

CONCLUSION

Based on the research results and discussion, researchers can conclude that:

1. **Transformational leadership** is influential significant effect on the performance of employees of the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung . This is shown from the results of the hypothesis test above. The calculated t *value* of the transformational leadership variable is 5.692 with a significance level of 0.00.3 because *the probability is* much smaller than 0.05, then transformational leadership has a positive and significant effect on employee performance, meaning Ho is rejected and Ha is accepted. The first hypothesis is " transformational leadership" has a positive and significant effect on the performance of employees of the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" is accepted .
2. ***Reward* system** influential significant on the performance of Recheese Factory Fast Food Restaurant employees in Kedaton, Bandar Lampung, this is shown from the results of the hypothesis test above, the t count of the *reward* system variable is 3.069 with a significance level

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of 0.019 because *the probability* is much smaller than 0.05, so the reward system *has a* positive and significant effect on employee performance, meaning Ho is rejected and Ha is accepted. The second hypothesis "the *reward system has a* positive and significant effect on employee performance at Recheese Factory Fast Food Restaurant in Kedaton, Bandar Lampung" is accepted .

3. **Transformational leadership and *reward systems*** have a joint influence significant effect on employee performance at Recheese Factory Kedaton Bandar Lampung Fast Food Restaurant, this is shown from the results of the Anova test or F_{test} obtained F_{count} of 12, 527 with F_{table} of 3.3158 with a significance level of 0.00 2 because *the probability* is much smaller than 0.05 then transformational leadership and ***reward* systems** together have a significant effect on employee performance, meaning Ho is rejected Ha is accepted. The third hypothesis: "transformational leadership and reward systems together have a significant effect on employee performance, meaning Ho is rejected Ha is accepted. The third hypothesis : " **transformational leadership and *reward systems*** together have a significant effect on employee performance, meaning Ho is rejected Ha is accepted. significant impact on employee performance at the Recheese Factory Fast Food Restaurant, Kedaton, Bandar Lampung" can be accepted .

FUTURE DIRECTIONS

Based on the conclusions, the following suggestions can be given:

1. Based on the results of the research on the transformational leadership variable, it can be seen that the smallest value is found in the " inspirational motivation " indicator, especially in statement number 3, namely "Leaders always provide positive encouragement and encouragement to employees" with a value of 113 (64.6%). Therefore, it is recommended to the management of the Recheese Factory Kedaton Bandar Lampung Fast Food Restaurant to increase the role of leaders in providing positive encouragement and encouragement to employees, both through more intensive communication, giving appreciation for work results, and direct motivation in daily operational activities, so that employees feel more appreciated, motivated, and encouraged to improve performance.
2. Based on the results of the research on the *reward system variable,* it can be seen that the smallest value is found in the " Career Development Opportunity " indicator, especially in statement number 5, namely "I get training opportunities to improve work competencies" with a value of 102 (58.3%). It is recommended that the management of the Recheese Factory

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Kedaton Bandar Lampung Fast Food Restaurant increase the provision of training opportunities and work competency development for employees in a planned and sustainable manner, both through internal and external training, so that employee abilities, skills, and knowledge can continue to develop and ultimately have a positive impact on improving performance and service quality.

3. Based on the results of the study on employee performance variables, it can be seen that the smallest value is found in the " Productivity " indicator, especially in statement number 1, namely "I am able to complete work on time according to the target" with a value of 104 (59.4%). It is recommended that the management of the Recheese Factory Kedaton Bandar Lampung Fast Food Restaurant improve work time management and clearer and more realistic task division, accompanied by regular performance monitoring and evaluation, so that employees can complete work on time according to the set targets and overall employee performance can improve.

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