

ABSTRACT

The purpose of this research is to get an overview of leadership and readiness to change on the performance of BUMN employees during the Covid-19 pandemic, especially at PT. Indonesian Railways Daop IV. This research uses the mixed method method or what is often referred to as the mixed method by using a triangulation mixed method design.

The results of the study indicate that transformational leadership has not been able to improve employee performance without employee readiness to change. These results also show that readiness to change cannot be formed only from transformational leadership but also needs to be formed from other factors that can shape it so that with employee readiness to change, performance will also increase.

Keywords: *transformational leadership, readiness to change, employee performance*