

ABSTRACT

The background of the study is the controversy of relationship between transformational leadership with employee performance. Theoretical models and empirical models are built to resolve the controversy, by building a new concept, proactive knowledge sharing. The specific objectives were: to establish the influence of transformational leadership, work cohesiveness and learning goal orientation on proactive knowledge sharing and employee performance.

Seven hypotheses are developed to solve the problem of this study. The purposive sampling used to collected 156 respondents. The respondents are employee of six sharia banking in Cirebon Region. 136 data was analyzed from 156 respondents to tested the hypotheses using IBM SPSS statistics, AMOS 16 and SPSS 20.

The results showed that five hypotheses are significant and two hypotheses are not significant. The result also indicate that the effect of transformational leadership and employee performance is not significant. But when this relationship is mediated by a proactive knowledge sharing, indirect relationship shows positive significance. These results confirm the withdrawal of the new concept in improving the performance of employees.

Keywords: Transformational Leadership, Work Cohesiveness, Learning Goal Orientation, Proactive Knowledge Sharing and Employee Performance.