

ABSTRACT

There are differences in results in various studies of the influence of transformational leadership on employee performance in various organizations. This research aims to analyze the influence of transformational leadership on employee performance through self-efficacy as a mediating variable.

This research was conducted on 75 ASNs in public sector organizations, namely Bappeda, Central Java Province and analyzed using SmartPLS 4.0.9.9. The dimensions of transformational leadership (charismatic, inspirational leadership, individualized consideration, intellectual stimulation) are analyzed in the relationship between employee performance variables, and are mediated by self-efficacy variables.

The research results show that transformational leadership has a negative and insignificant effect on employee performance. However, transformational leadership has been proven to have a positive and significant effect on employee performance, mediated by the self-efficacy variable.

Keywords: Transformational leadership, Employee Performance, Self-Efficacy