

ABSTRACT

This study aims to analyze and obtain an explanation related to research on the effect of transformational leadership on employee performance, as well as mediating variables, namely self efficacy and readiness for change in PT. Pearland Boyolali

The population used is employees of the production department of PT Pearland, a total of 110 people. This study uses descriptive and quantitative methods and uses multivariate analysis tools so that it can explain variable analysis widely through the Smart Partial Least Square 3.0 program.

The results of the study stated that transformational leadership has a positive effect on employee performance and also on employee self efficacy. Self efficacy has a positive effect on employee performance. Transformational leadership positively affects readiness for change. Then Readiness for change on employee performance has a positive effect. Self efficacy is able to mediate between transformational leadership. Readiness for change is able to mediate between transformational leadership and employee performance.

Keywords: Transformational leadership, employee performance, self efficacy readiness for change.