

ABTRACT

This study aims to examine the effect of transformational leadership on organizational commitment, employee performance, and the mediating role of employee engagement at Hidayatullah Islamic Education Institute Semarang. The survey was conducted on 128 permanent employees, with a total of 117 respondents. The results showed that although transformational leadership does not have a significant impact on employee performance, it has a positive and significant influence on organizational commitment. In addition, employee engagement was shown to act as a mediator in the relationship between organizational commitment and transformational leadership, but not in the relationship between employee performance and transformational leadership. These results indicate that although transformational leadership is effective in increasing organizational commitment through employee engagement, its effect on employee performance still needs further research by considering other mediating variables.

Keyword : *Transformational Leadership, Organizational Commitment, Job Performance, Employee Engagement.*