

ABSTRACT

This study focuses on analyzing the influence of transformational leadership on employee performance with motivation and discipline as intervening variables. The study is conducted on employees of the Communication and Informatics Office of Central Java Province. The main variables in this study are transformational leadership, work motivation, work discipline, and employee performance. Chapter 1 discusses the background, problem formulation, objectives, and benefits of the research, while Chapter 2 discusses the theoretical foundation related to these variables and relevant previous studies.

This research uses a quantitative method with a population of employees from the Communication and Informatics Office of Central Java Province. The sample consists of 234 employees selected through purposive sampling. Data were collected by distributing questionnaires and analyzed using the Structural Equation Modeling (SEM) method with AMOS software. The testing was conducted to measure the direct and indirect effects of transformational leadership on employee performance through motivation and discipline.

The results of the study indicate that transformational leadership has a significant influence on employee performance through motivation and discipline as intervening variables. However, transformational leadership itself does not have a significant direct impact on employee performance. Motivation and work discipline were found to have a positive and significant effect on employee performance. The implications of these findings highlight the importance of developing effective transformational leadership to enhance motivation and work discipline, ultimately improving employee performance in government organizations.

Keywords: *Transformational Leadership, Motivation, Discipline, Employee Performance*