

ABSTRACT

In this digital era, the millennial generation dominates workers at BRI, one of which is at the BRI Pandanaran Semarang Branch Office. But the facts obtained that the performance of millennial generation BRI workers tends to decline so that it can affect company productivity. This study wants to look at factors that can affect worker performance such as transformational leadership style and self-efficacy. This research uses quantitative methods with the help of SmartPLS 3.0 software. Researchers also collected data by distributing questionnaires to 81 permanent workers of BRI Branch Office Pandanaran Semarang who were included in the millennial generation category. The results of this study indicate that transformational leadership has an influence on self-efficacy and employee performance. But other results show that self-efficacy does not influence transformational leadership. Self-efficacy also did not provide a mediating role in the influence of transformational leadership on employee performance.

Keywords: Self-efficacy, Transformational Leadership, Employee Performance