

## **ABSTRACT**

*This study examines the impact of transformational and servant leadership in improving the performance of Generation Y employees at PT. Bank Rakyat Indonesia (Persero), Tbk Semarang Regional Office. This study also examines the mediating role of organizational commitment in the relationship.*

*The population in this study consisted of Generation Y employees at PT. Bank Rakyat Indonesia (Persero), Tbk Semarang Regional Office. The sampling technique used was purposive sampling, with a sample size of 235 respondents ( $N = 235$ ). Data were collected through questionnaires distributed to respondents. This study uses a quantitative approach with the Partial Least Square (PLS) method.*

*The study found evidence that transformational leadership directly impacts the performance of Generation Y employees. Likewise, servant leadership has a direct influence on the performance of Generation Y employees. Another finding is the mediating effect of organizational commitment in the relationship between transformational leadership and the performance of Generation Y employees. The same applies to servant leadership, which indirectly affects the performance of Generation Y employees with the mediating role of organizational commitment.*

**Keywords:** *transformational leadership, servant leadership, organizational commitment, employee performance, generation Y*