

ABSTRACT

PT Dan Liris a company in the garment industry, faces significant challenges in the form of a high employee turnover rate, which creates instability in the work environment and affects individual readiness for change. This study aims to analyze the effect of transformational leadership on individual readiness to change, with learning agility as a mediating variable. The research was conducted at the Garment Division of PT Dan Liris involving 100 respondents. The analysis technique used is Structural Equation Modeling (SEM) with the Partial Least Square (PLS) version 4 approach used to test the hypotheses that have been formulated. The results showed that transformational leadership has a positive and significant effect on individual readiness to change (coefficient 0.450), as well as on learning agility (coefficient 0.372). In addition, learning agility also positively affects individual readiness to change (coefficient 0.389). Further testing proves that learning agility significantly mediates the effect of transformational leadership on individual readiness to change (coefficient 0.145). These findings confirm that the role of transformational leaders and increasing employee learning agility are very important in creating organizational readiness to face the dynamics of rapid change. This research makes a strategic contribution to the development of leadership and human resource management in the manufacturing sector.

Keywords: *Learning agility, Readiness to Change, Transformational Leadership*