

## **ABSTRACT**

*Organizational performance is greatly influenced by the quality of Employee performance as the executor of operational tasks. At Otoritas Jasa Keuangan of Central Java Province, improving employee performance remains a major challenge in delivering optimal services to the public. This study aims to analyze the effect of Transformational Leadership and Work-Life Balance on Employee Performance, with Job Satisfaction as a mediating variable.*

*This research employs a quantitative approach using an online survey method involving 50 respondents from the Otoritas Jasa Keuangan Java Province. The research instrument, in the form of a questionnaire, was distributed through the HR department, and the data were analyzed using Structural Equation Modeling (SEM) with the assistance of SmartPLS version 3 software. The independent variables in this study are Transformational Leadership and Work-Life Balance, with Employee Performance as the dependent variable and Job Satisfaction as the mediating variable.*

*The results indicate that Transformational Leadership does not have a significant effect on Employee Performance, while Work-Life Balance has a positive and significant effect. Both variables also have a positive and significant effect on Job Satisfaction; however, Job Satisfaction does not mediate the indirect influence of Transformational Leadership and Work-Life Balance on Employee Performance. These findings suggest that Work-Life Balance and Job Satisfaction are the key factors influencing Employee Performance. Therefore, organizational policies that support Work-Life Balance and a conducive work environment are essential to enhancing Employee Performance.*

*Keywords: Transformational Leadership, Work-Life Balance, Job Satisfaction, Employee Performance*

**FEB UNDIP**