

## **ABSTRACT**

*This study aims to analyze the influence of organizational culture and transformational leadership on employee performance, with self-efficacy as a mediating variable. The research was conducted at PT Laksana Bus Manufaktur Ungaran, involving 120 permanent employees as the population and 96 valid respondents as the sample. This study employs a quantitative approach using primary data collected through questionnaires. The data analysis technique used is Structural Equation Modeling (SEM) with the Partial Least Squares (PLS) method.*

*The results indicate that both organizational culture and transformational leadership have a positive and significant impact on employee performance. Furthermore, self-efficacy is proven to mediate the relationship between organizational culture and transformational leadership toward employee performance.*

*These findings confirm that organizational culture and transformational leadership play a vital role in enhancing employee performance, both directly and indirectly through self-efficacy. Therefore, companies should cultivate a strong organizational culture and apply transformational leadership practices to foster self-efficacy and improve overall employee performance.*

**Keywords:** *Organizational Culture, Transformational Leadership, Employee Performance, Self Efficacy*