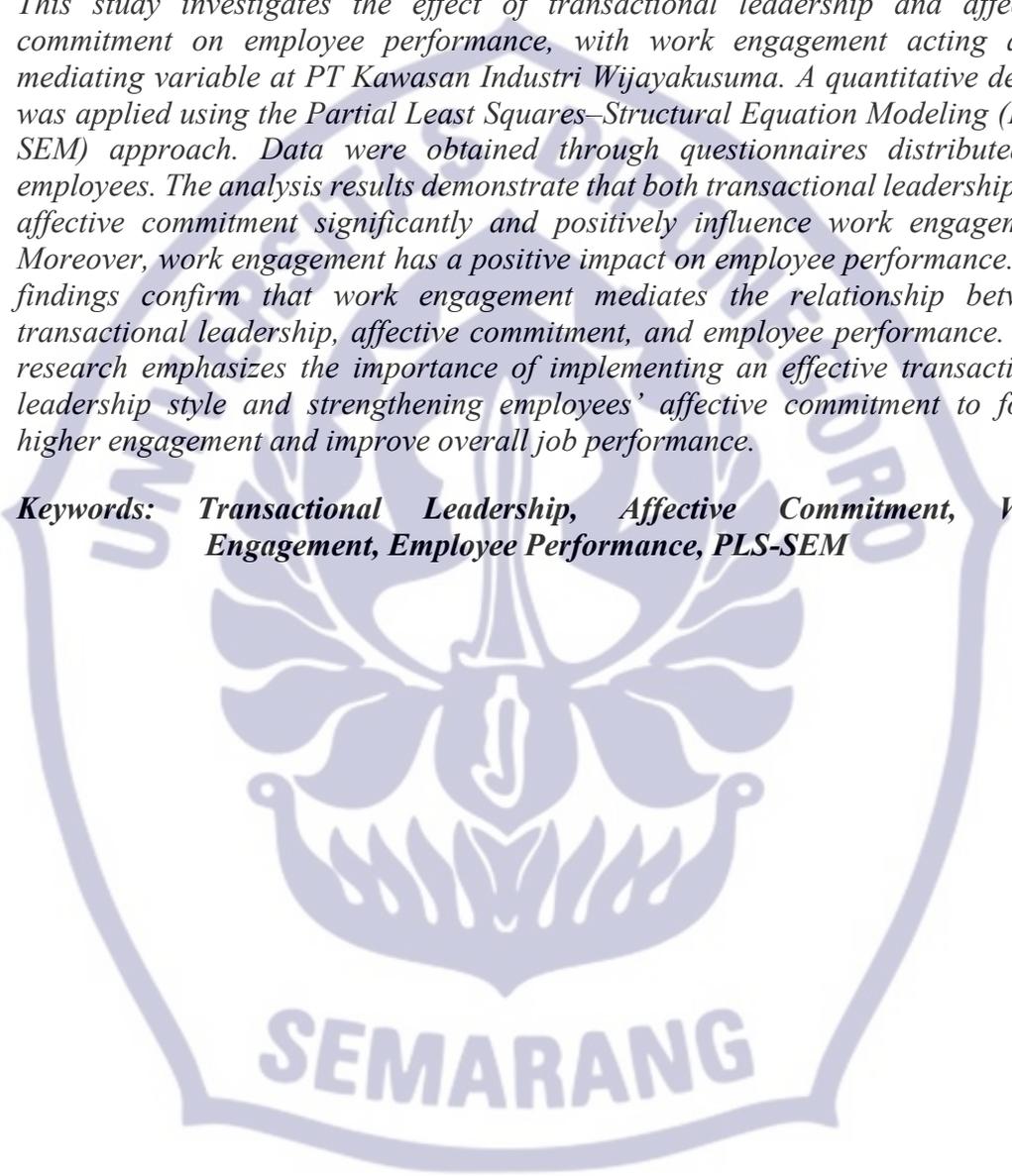


ABSTRACT

This study investigates the effect of transactional leadership and affective commitment on employee performance, with work engagement acting as a mediating variable at PT Kawasan Industri Wijayakusuma. A quantitative design was applied using the Partial Least Squares–Structural Equation Modeling (PLS-SEM) approach. Data were obtained through questionnaires distributed to employees. The analysis results demonstrate that both transactional leadership and affective commitment significantly and positively influence work engagement. Moreover, work engagement has a positive impact on employee performance. The findings confirm that work engagement mediates the relationship between transactional leadership, affective commitment, and employee performance. This research emphasizes the importance of implementing an effective transactional leadership style and strengthening employees' affective commitment to foster higher engagement and improve overall job performance.

Keywords: *Transactional Leadership, Affective Commitment, Work Engagement, Employee Performance, PLS-SEM*



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