

ABSTRACT

This study aims to determine and analyze the influence of transformational leadership variables on employee performance through innovative work behaviour variables as a mediator in one of the Regional Offices of PT. Bank Rakyat Indonesia (Persero) Tbk, in Semarang. This data uses data sources consisting of primary data through the distribution of research questionnaires and secondary data through journals, books and relevant data obtained from trusted institutions.

This study uses a non-probability sample, more specifically that is by the purposive sampling through distributing questionnaires to 85 respondents of the Regional Office employees of PT. Bank Rakyat Indonesia (Persero) Tbk, Semarang. The data analysis technique used in this study uses reliability testing, validity test, classic assumption test, t test, F test, coefficient of determination test, path analysis and sobel test to find mediation effects.

This results of this study show how transformational leadership has a positive and significant effect on employee performance with innovative work behaviour as intervening variables and transformational leadership directly related to positive and significant impact on employee performance.

Keywords : Transformational Leadership, Employee Performance, Innovative Work Behaviour