

ABSTRACT

This study aims to determine and analyze the influence of transformational leadership style variables on employee performance through the readiness for change variable as a mediator at PT Bank Pembangunan Daerah Jawa Tengah Branch Purwodadi. This study uses primary data sources by distributing research questionnaires and secondary data through journals, books, and relevant data obtained from related companies.

The populations in this study are employees of PT Bank Pembangunan Daerah Jawa Tengah, Purwodadi Branch. The sampling technique used is non random sampling - Purposive sampling. Analysis that is dubbed is Path Analysis with validity and reliability test first.

The results showed that transformational leadership had a positive effect on readiness for change. Readiness for change had a positive effect on employee performance, so readiness for change mediated the relationship between transformational leadership on employee performance at PT Bank Pembangunan Daerah Jawa Tengah, Purwodadi Branch.

Keywords: Transformational Leadership, Readiness for Change, Employee Performance, Digitalization Banking.