

ABSTRACT

This study aims to determine and analyze the effect of transformational leadership style variables on employee performance through affective commitment as an intervening variable of PT. Bank Rakyat Indonesia (Persero) Tbk., Semarang Regional Office. This study uses data sources in the form of primary data through the distribution of research questionnaires, and secondary data obtained through recapitulation of relevant employee performance appraisals from PT Bank Rakyat Indonesia. The population used in this study is employees who have worked for at least one year.

Data collection methods used in this study are using purposive sampling techniques. The sample in this study were employees of PT. Bank Rakyat Indonesia (Persero) Tbk., Semarang Regional Office totaling 120 people. The data analysis technique used in this study is Structural Equation Modeling (SEM) using the Analysis Moment of Structural (AMOS) program 24.

The results of the test analysis found that transformational leadership style had a positive and significant effect on employee performance and affective commitment, affective commitment had a positive and significant effect on employee performance. In addition, it is known that the affective commitment variable can mediate the indirect relationship between transformational leadership style on employee performance positively and significantly.

Keywords: Transformational Leadership Style, employee performance, affective commitment