

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE THROUGH DIGITAL MINDSET AS AN INTERVENING VARIABLE

*(Census on Organic Employees of the Bank Indonesia Representative Office in Tasikmalaya
and Cirebon)*

By

**Ponpon Susanti
218334038**

Advisor 1: H. Deden Mulyana

Advisor 2: Yusuf Abdullah

This research aimed to determine the effect of transformational leadership, organizational commitment, and digital mindset on employee performance, as well as the effect of transformational leadership and organizational commitment on employee performance through digital mindset. This research was quantitative in nature, with a descriptive approach, utilizing primary data and employing Partial Least Squares Structural Equation Modeling (PLS-SEM) analysis techniques. The results of the study concluded that there was a significant positive influence of transformational leadership, organizational commitment, and digital mindset on employee performance. Furthermore, a positive and significant influence was found between transformational leadership and organizational commitment on employee performance through digital mindset. The implications of this research indicate that to improve employee performance, organizations need to strengthen transformational leadership, increase organizational commitment, and encourage the development of a digital mindset as an effective mediating factor.

Keywords: *Transformational Leadership, Organizational Commitment, Digital Mindset, Employee Performance.*