THE IMPACT OF TRANSFORMATIONAL LEADERSHIP ON EMPLOYEE PERFORMANCE WITH LEARNING ORIENTATION AS MEDIATING ROLE (Case: Head Office of Bank Nagari Padang)

THESIS

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The Impact of Transformational Leadership on Employee Performance with Learning Orientation as Mediating role
Research Object: Head Office of Bank Nagari Padang
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ABSTRACT
The objective of this research is to analyze the relationship between transformational leadership and employee performance and explore the mediating role of learning orientation in the relationship between transformational leadership and employee performance. In addition, this study also analyzes the relationship between learning orientation to employee performance. Data were collected from 113 employees working at head office of Bank XYZ. Structural Equation Modeling was applied in this study. The result indicates that transformational leadership is positively related to employee performance. In the other side, learning orientation insignificantly related to employee performance. Moreover, learning orientation cannot mediate the relationship between learning orientation and employee performance.

Keyword: Transformational leadership, Employee performance, Learning orientation, Structural equation modeling

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