

ABSTRAK

Kinerja karyawan memiliki peran penting bagi organisasi untuk menerapkan dan meningkatkan layanan, dan proses yang baik. Hal ini menyiratkan bahwa karyawan dalam organisasi harus terus meningkatkan skill dan kemampuan untuk memelihara dan meningkatkan pertumbuhan organisasi dan untuk menghadapi tantangan bisnis saat ini. Penelitian ini bertujuan untuk meneliti keterkaitan antara *employee development*, *transformational leadership*, *organizational commitment*, dan *employee performance*. Penelitian ini menggunakan pendekatan kuantitatif dengan metode pengumpulan data menggunakan kuesioner pada 56 orang karyawan PT XL Axiata Surabaya Regional Timur dan diolah menggunakan alat bantu analisis *Partial Least Square* (SmartPLS 3.0). Hasil penelitian menunjukkan bahwa *Employee development* berpengaruh positif dan signifikan terhadap *employee performance*. *Transformational leadership* berpengaruh positif dan signifikan terhadap *employee performance*. *Organizational commitment* memediasi hubungan *employee development* terhadap *employee performance* secara parsial dan hubungan *transformational leadership* terhadap *employee performance* secara parsial.

Kata Kunci : *employee development*, *transformational leadership*, *organizational commitment*, *employee performance*.

ABSTRACT

Employee performance has an important role for the organization to implement and improve good services and processes. This implies that employees in the organization must continue to improve their skills and abilities to maintain and enhance organizational growth and to face today's business challenges. This study aims to examine the relationship between employee development, transformational leadership, organizational commitment, and employee performance. This study uses a quantitative approach with data collection methods using a questionnaire on 56 employees of PT XL Axiata Surabaya East Regional and processed using analysis tools Partial Least Square (SmartPLS 3.0). The results showed that Employee development had a positive and significant effect on employee performance. Transformational leadership has a positive and significant effect on employee performance. Organizational commitment mediates the relationship between employee development and employee performance partially and the relationship between transformational leadership and employee performance partially.

Key words : employee development, transformational leadership, organizational commitment, employee performance.