

## **ABSTRACT**

*This study was conducted to address inconsistencies in empirical findings regarding the influence of authentic leadership on employee performance. Some studies indicate that authentic leadership has an effect on employee performance, while others show different results, namely that authentic leadership has no effect on employee performance. Therefore, further study of the underlying mechanisms is necessary in this case. This study aims to examine the role of authentic leadership in improving employee performance through socio-structural trust, supported by perceived organizational support and employee creativity, among village government employees in the Kedu region, as viewed through the lens of social capital theory.*

*This study employed a quantitative approach with Structural Equation Modeling (SEM) analysis using WarpPLS 7 software. The sampling method employed was purposive sampling. 300 questionnaires were distributed, 231 of which were returned, and 220 of which were processed. The results indicated that socio-structural trust mediated the effect of authentic leadership on employee performance. Furthermore, perceived organizational support and employee creativity also influenced employee performance.*

*This research also shows that socio-structural trust plays a crucial role in shaping employee performance in village government. A positive pattern of structural relationships within an organization, grounded in trust and emerging from shared values and norms, will foster creativity and improve employee performance. Socio-structural trust also provides insight into how interactions occur within the village government bureaucracy.*

*These findings provide theoretical and practical contributions, particularly in the management of village government bureaucracy in the Kedu region, to ensure effective and efficient employee performance.*

**Keywords:** *authentic leadership; employee performance; socio-structural; perceived organizational support; employee creativity*