

ABSTRACT

This study examines the impact of transformational and servant leadership in improving the performance of Generation Y employees at PT. Bank Rakyat Indonesia (Persero), Tbk Semarang Regional Office. This study also examines the mediating role of organizational commitment in the relationship.

The population in this study consisted of Generation Y employees at PT. Bank Rakyat Indonesia (Persero), Tbk Semarang Regional Office. The sampling technique used was purposive sampling, with a sample size of 235 respondents ($N = 235$). Data were collected through questionnaires distributed to respondents. This study uses a quantitative approach with the Partial Least Square (PLS) method.

The study found evidence that transformational leadership directly impacts the performance of Generation Y employees. Likewise, servant leadership has a direct influence on the performance of Generation Y employees. Another finding is the mediating effect of organizational commitment in the relationship between transformational leadership and the performance of Generation Y employees. The same applies to servant leadership, which indirectly affects the performance of Generation Y employees with the mediating role of organizational commitment.

Keywords: *transformational leadership, servant leadership, organizational commitment, employee performance, generation Y*