

## **ABSTRACT**

*The development of the Industry 4.0 era indicates progress in various aspects of life, especially in the economic sector. Faced with intense business competition, companies must be able to prepare themselves by developing appropriate strategies. The fluctuation in employee performance is a problem that arises. The decline in performance results is closely related to human resource management errors made by the company, impacting employee performance. The numerous factors influencing employee performance results include the lack of support provided by the company.*

*From the brief overview of the phenomenon underlying this research, it can be concluded that the purpose of this study is to determine the conditions of Transformational Leadership, Work Motivation, and Employee Performance, as well as to determine the influence of Transformational Leadership and Work Motivation on Employee Performance at PT. Pos Indonesia Cilaki Bandung.*

*This research is written with a descriptive and causal technique through a quantitative approach. The population is studied the employees of PT. Pos Indonesia Cilaki Bandung. The sample consisted of 122 employees through probability sampling techniques with simple random sampling. Data were collected through questionnaires to all employees of PT. Pos Indonesia Cilaki Bandung. Processed using a quantitative approach through descriptive analysis, Classic Assumption Test, and Multiple Linear Regression analysis using SPSS 26.*

*Based on the processing results, it is known that transformational leadership and work motivation have a positive and significant influence both partially and collectively on employee performance. Thus, the greater the influence generated by transformational leadership and work motivation while working, the higher the employee performance to achieve the company's goals. The coefficient of determination indicates that transformational leadership and work motivation influence 19.8% of employee performance at PT. Pos Indonesia Cilaki Bandung, while the remaining 80.2% is influenced by other variables not included in this study, such as compensation, organizational culture, work environment, and others. Therefore, to improve employee performance, it is essential to pay attention to and enhance both transformational leadership and work motivation, which can help boost employee performance. High employee performance assists the organization in achieving the expected results and reaching the company's goals.*

**Keywords: Transformational Leadership, Work Motivation, and Employee Performance**