

## **ABSTRACT**

*The purpose of this study is to analyze the influence of the roles of leader and self-development on employee performance at PT XYZ, with commitment to serving as a mediating variable. This research specifically focuses on understanding the extent to which leadership and self-development initiatives contribute to enhancing employee performance, and whether employee commitment can strengthen the relationship between these variables. A quantitative method with a survey approach was employed, using questionnaires distributed to employees who met specific criteria.*

*This study employs leadership roles and self-development as independent variables, measured through aspects of motivation, support, and opportunities for competency development. The dependent variable is employee performance, identified based on the results of the company's annual performance evaluation. Meanwhile, employee commitment functions as a mediating variable, reflecting the level of employee engagement and loyalty to the organization.*

*This research develops a conceptual model and tests seven hypotheses to address the established problem formulation. The respondents consist of 201 permanent employees of PT XYZ who have been working for at least one year and have annual performance evaluations, selected through a probability sampling method using a Stratified Random Sampling approach. Data analysis was conducted using Structural Equation Modeling (SEM).*

*The results indicate that all proposed relationships within the structural model are statistically significant, providing strong empirical support for the theoretical framework. The role of leader has a positive and significant effect on both commitment ( $t = 7.264$ ;  $p = 0.000$ ) and performance ( $t = 5.175$ ;  $p = 0.000$ ), while self-development also significantly affects commitment ( $t = 8.280$ ;  $p = 0.000$ ) and performance ( $t = 5.548$ ;  $p = 0.000$ ). Commitment itself significantly influences performance ( $t = 5.176$ ;  $p = 0.000$ ) and mediates the relationship between the role of leader and performance ( $t = 4.526$ ;  $p = 0.000$ ) as well as between self-development and performance ( $t = 4.089$ ;  $p = 0.000$ ).*

*This study found that the roles of leader and self-development significantly enhance employee performance, both directly and indirectly through commitment as a mediating variable. The findings emphasize the importance of inspirational leadership and individual development in strengthening employee commitment to drive optimal performance. These results provide a foundation for HR management strategies focused on leadership, potential development, and organizational commitment enhancement. This study offers valuable contributions to PT XYZ's HR policies and serves as a reference for future research in performance management and organizational behavior.*

**Keywords:** *The Role of Leader, Self-Development, Employee performance, Commitment*