

# **The Influence of Transformational Leadership, Work Discipline, and Work Motivation on the Performance of Civil Servants in Merdeka District, Karo Regency with Job Satisfaction as an Intervening Variable**

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## **ABSTRACT**

This study aims to analyze The Influence of Transformational Leadership, Work Discipline, and Work Motivation on the Performance of Civil Servants in Merdeka District, Karo Regency with Job Satisfaction as an Intervening Variable. This study uses a quantitative approach with the Partial Least Square analysis method to test the relationship between variables. Secondary data used were obtained from questionnaires, with samples selected using the Structural Equation Modeling technique. The results of the study indicate that job security and organizational commitment have a positive effect on turnover intention and its impact on the performance of outsourcing employees.

**Keywords :** *Job security, Orgnaizational commitment, Turnover Intention, Employee performance, Outsourcing.*