

ABSTRAK

Kepemimpinan merupakan salah satu komponen penting yang mengarahkan suatu organisasi untuk memperoleh daya saing dan mencapai tujuan organisasi. Tujuan penelitian ini adalah untuk menganalisis peran work engagement dan worforce agility sebagai faktor mediasi pengaruh *transformational leadership* terhadap kinerja. Penelitian ini adalah penelitian kuantitatif dan berdasarkan tujuannya merupakan jenis penelitian explanatory research dengan jumlah sampel sebanyak 215 karyawan PT PLN. Metode analisis data yang digunakan adalah analisis SEM-PLS. Hasil analisis menunjukkan bahwa *transformational leadership* berpengaruh positif terhadap *work engagement*, *transformational leadership* berpengaruh positif terhadap *workforce agility*, *work engagement* berpengaruh signifikan terhadap individual performance, *workforce agility* berpengaruh positif terhadap individual performance, *work engagement* memediasi pengaruh *transformational leadership* terhadap individual performance, *workforce agility* memediasi pengaruh *transformational leadership* terhadap individual performance. Bagi manajemen PT. PLN, peningkatan *individual performance* dapat melalui cara menerapkan gaya kepemimpinan transformasional di semua lini sehingga keterikatan kerja dapat terjaga dan pada akhirnya mampu mendorong kinerja prima

Kata Kunci: *transformasional leaderhip, work engament, worforce agility, individual performance*

ABSTRACT

Leadership is one of the important components that directs an organization to gain competitiveness and achieve organizational goals. The purpose of this study is to analyze the role of *work engagement* and *workforce agility* as mediating factors in the influence of *transformational leadership* on performance. This study is a quantitative study and based on its purpose is an explanatory research type with a sample of 215 employees of PT PLN. The data analysis method used is SEM-PLS analysis. The results of the analysis show that *transformational leadership* has a positive effect on *work engagement*. *transformational leadership* has a positive effect on *workforce agility*, *work engagement* has a significant effect on *individual performance*, *workforce agility* has a positive effect on *individual performance*, *work engagement* mediates the effect of *transformational leadership* on *individual performance*, *workforce agility* mediates the effect of *transformational leadership* on *individual performance*. For the management of PT. PLN, increasing *individual performance* can be done by implementing a *transformational leadership* style in all lines so that *work engagement* can be maintained and ultimately be able to drive prime performance

Keywords: *Transformational leadership*. *Work engagement*, work force agility, *individual performance*