



# The Relationship between Transformational Leadership Characteristic, Organizational Commitment, and Job Performance of the Employees of Four State-Owned Banks in Pontianak, West Kalimantan

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## ABSTRACT

**Objective** – The main objectives of this study is to examine the relationship between transformational leadership characteristic, organizational commitment and job performance of the four State-Owned Banks employees in Pontianak, West Kalimantan.

**Methodology/Technique** – The Data used in evaluating the model were gathered from the four State-Owned Banks in Pontianak, West Kalimantan. 345 permanent employees of those four State-Owned Banks participated in the survey. The Structural Equation Modeling (SEM), using LISREL 8.8 Software will be employed to examine the relationship among the constructs in the study.

**Findings** – The findings of the study concluded that transformational leadership characteristic insignificant relationship on job performance, transformational leadership characteristic positive significant relationship on organizational commitment, organizational commitment positive significant relationship on job performance, and Organizational commitment mediates the relationship between transformational leadership characteristic and job performance of employees of the four State-Owned Banks in Pontianak, West Kalimantan.

**Novelty** – Variables used in this study partially been done but research regarding all variables of employees of the four State-Owned Bank in Pontianak, West Kalimantan, Indonesia felt there was still no.

**Type of Paper:** Empirical

**Keywords:** Transformational Leadership Characteristic: idealized influence, inspirational motivation, intellectual stimulation, individual consideration, Organizational Commitment, Job Performance.

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