

ABSTRACT

This study aims to analyze the impact of transformational leadership, employee engagement, and self-directed learning with the learning wallet facility on employee performance at PT. XYZ. The research employs a quantitative method using Partial Least Squares-Structural Equation Modeling (PLS-SEM). Data were collected through a questionnaire survey distributed to 105 employees of PT. XYZ who have utilized the learning wallet facility.

The findings indicate that transformational leadership does not significantly affect employee performance. In contrast, employee engagement has a positive and significant impact on employee performance, suggesting that the higher the level of employee engagement, the better their performance. Additionally, self-directed learning with the learning wallet facility also positively influences employee performance, indicating that greater utilization of this facility leads to improved employee outcomes.

These findings have implications for companies to focus more on programs that enhance employee engagement and refine the self-directed learning system currently in place. Organizations should strengthen leadership strategies by increasing direct interactions between leaders and employees while optimizing the use of the learning wallet to maximize its impact on competency development and employee performance.

Keywords: *Transformational Leadership, Employee Engagement, Self-Directed Learning, Learning Wallet, Employee Performance.*