

## **ABSTRACT**

*Human resources who are managed with the right leadership style and have good work stress management will result in high employee performance and are effective and efficient in achieving organizational goals. Based on the results of the pre-questionnaire distributed to 27 employees at PT. Pos Indonesia (Persero) Bandung Head Office regarding the independent variables that affect employee performance, leadership style and work stress has the lowest average of 3.26 and 3.22. This study aims to determine and analyze the effect of transformational leadership style on employee performance with job stress as an intervening variable.*

*This research uses descriptive quantitative research methods. The population in this study were all employees of PT. Pos Indonesia (Persero) Bandung Head Office. The sample technique in this study used a saturated sample technique, namely 65 employees. The data source of this research consists of primary data and secondary data. Data collection techniques consisted of field studies and literature studies. Data analysis was performed by path analysis, hypothesis testing and coefficient of determination.*

*The results of this study indicate that the transformational leadership style variable (X) has a significant effect on employee performance (Y) by 48.3%, the transformational leadership style variable (X) does not have a significant effect on job stress (Z), the job stress variable does not significantly influence employee performance (Y), and the transformational leadership style variable (X) has a significant effect on employee performance variables (Y) through work stress (Z) of 69.6%.*

***Keywords: transformational leadership style, employee performance, work stress***