

## **ABSTRACT**

*This study aims to investigate the influence of transformational leadership style and organizational culture on employee performance improvement through work-life balance as a mediator variable at PT Cerebrum Edukanesia Indonesia. With a sample of 50 employees from PT Cerebrum Edukanesia Indonesia using a saturated sampling technique.*

*This study uses quantitative research methods and uses descriptive analysis and also causality with data collection techniques through questionnaires and data analysis using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS-SEM).*

*The results of the descriptive analysis in this study show that transformational leadership style, organizational culture, work-life balance and employee performance are in the good category. The results of the study show that transformational leadership style and organizational culture have a significant positive influence on improving employee performance through work-life balance. The work-life balance mediator variable plays a role in mediating between transformational leadership style and organizational culture and employee performance. The conclusion of this study can be used as a reference for company management to improve employee performance through transformational leadership strategies and organizational culture that supports work-life balance.*

**Keywords:** *Transformational Leadership Style, Organizational Culture, Work Life Balance, Employee Performance*