

ABSTRACT

As a result of the change closer to transportation that is much less dangerous to the surroundings and produces fewer emissions, the manufacturing zone, and the car enterprise mainly, in Indonesia, has loved splendid development. The department this is in rate of addressing this hassle is the high-quality branch, which performs a vital component in making sure that each and each manufacturing method is in accordance with the best requirements which have been set. So as for companies to continue to exist, it is vital for them to work toward enhancing the performance of their employees. With regards to maintaining strong performance, it is crucial to take into consideration how conversation among superiors and subordinates, as well as the management this is given, can be maintained. This study aims to examine how transformational leadership mediates the relationship between communication and employee performance. The research employed quantitative methodology, with data collected through questionnaires distributed to 120 quality staff members after validating the instrument's reliability and validity. Data analysis was conducted using SEM-PLS modelling. Results revealed that communication positively influences transformational leadership, while transformational leadership enhances employee performance. Additionally, communication showed a direct positive effect on employee performance, and evidence supported the mediating role of transformational leadership in the communication-performance relationship among quality division staff. Organizations can utilize these findings to enhance their operations, particularly in areas related to communication and leadership.

Keywords: *Performance, Communication, Transformational Leadership*