

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, PERCEIVED ORGANIZATIONAL SUPPORT, PERSON-JOB FIT, AND TECHNOLOGY ACCEPTANCE ON EMPLOYEE PERFORMANCE MEDIATED BY REMUNERATION (STUDY ON NATIONAL PRIVATE BANKS IN WEST JAVA)

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Abstract

This study aims to analyze the influence of transformational leadership, perceived organizational support, person-job fit, and technology acceptance on employee performance mediated by remuneration at National Private Banks in West Java. The study applies a quantitative approach using a survey method. Data collection is cross-sectional with questionnaires distributed to 300 employees of National Private Bank Book 3 in West Java. Structural Equation Modeling (SEM) analysis using AMOS was applied to the collected data. The novelty of this study lies in the addition of remuneration as a mediating variable. The study found that transformational leadership, perceived organizational support, person-job fit, and technology acceptance influence remuneration. Transformational leadership, perceived organizational support, person-job fit, and technology acceptance influence employee performance, and remuneration mediates the influence of transformational leadership, perceived organizational support, person-job fit, and technology acceptance on employee performance. Management should design a remuneration system that is transparent, performance-based, and capable of providing adequate rewards commensurate with employees' contributions and work achievements. This system should integrate balanced financial and non-financial aspects.

Keywords: Transformational Leadership, Perceived Organizational Support, Person-Job Fit, Technology Acceptance, Employee Performance.

INTRODUCTION

Banks are crucial institutions for modern society, which roles as financial intermediaries connecting parties with funds to parties who need financing. The rapid development of the banking industry has increased competition between both government and private banks nationally and internationally. (Bank Indonesia, 2025). The success of a bank depends on the performance of its employees, who are the main