

ABSTRACT

This study aims to analyze the influence of transformational leadership on employees' championing behavior in the context of organizational change, with work engagement as a mediating variable. The research was conducted on employees of Bank Jateng in the D.I. Yogyakarta branch, employing a quantitative approach with a survey method. Data were collected through questionnaires distributed to 150 employees, achieving a response rate of 70.67%. The findings reveal that transformational leadership has a positive and significant impact on employees' championing behavior. Furthermore, work engagement was found to mediate the relationship between transformational leadership and championing behavior. Transformational leaders play a critical role in enhancing employee engagement, which in turn fosters championing behavior during organizational change.

These results contribute theoretically by expanding the understanding of transformational leadership's role in organizational change and offer practical insights for Bank Jateng's management to optimize employee engagement in supporting organizational transformation success.

Keywords: *Transformational Leadership, Championing Behavior, Work Engagement, Organizational Change, Bank Jateng.*



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