

Readiness of Bank Leaders to Disruption and the Influence on Company Performance.

- **Author(s):** Anita Maharan ,Dewi Tamara ,Pantri Heriyati ,itis Yurina
- **Abstract:** The purpose of this study was to determine the effect of the combination of leadership styles on company performance which was moderated and mediated by disruption. The chosen company is the banking industry in Indonesia which has been around for hundreds of years until it enters the Bank 4.0 timeline. The concept applied in this study is the concept of perception to determine individual judgments about the combination of leadership style, company performance and disruption. The concepts used to measure the combination of leadership styles are perceptions of transformational leadership styles, ethical leadership styles, serving leadership styles and electronic leadership styles. Where based on the study of the four leadership styles, it is the leadership style that is considered the most effective to be implemented to manage the millennial generation. The concept used to measure the company's performance consists of perceptions of the company's financial and non-financial performance, namely the processing and development of human resources. The concept used to measure disruption is the perception of multidimensional performance including technological features, market dynamics and the external environment. The research method used is a quantitative approach, the research object is a bank in Indonesia, the research subjects are bank employees, and the determination of the sample follows the Hair rule, with a total sample of 300 people, data collection through an online questionnaire with Microsoft form. Analysis of the measurement model data and the structural model was carried out using the SmartPLS program. Based on the results of the research on employee perceptions, it is stated that the combination of ethical leadership style, transformation leadership style, and service leadership style displayed by the Bank's leaders plays a role in dealing with disruption by creating innovations in managing employees in order to achieve organizational goals to achieve good company performance.
- **Keywords:** Perception, Leadership Style, Disruption, Company Performance