This study was to determine the effect of transformational leadership style, organizational communication and work discipline on employee performance. The object of this study were employees of PT Sri Aneka Karyatama (SAK) Palembang - South Sumatra, Indonesia. This study was conducted on 60 respondents. Using the techniques of data collection library (library research) and field research (field research) by distributing questionnaires. Data analysis techniques used in this study is the SEM-PLS analysis tool Smart-PLS. The results showed that the variables of transformational leadership style and work discipline variables affect the performance of employees of PT Sri Aneka Karyatama (SAK) Palembang-South Sumatra, Indonesia. As for the organizational communication variables did not affect the performance of employees of PT Sri Aneka Karyatama (SAK) Palembang - South Sumatra, Indonesia. From these results it can be seen that the model of Transformational Leadership Style, Organizational Communication and Discipline Work on the Performance of Employees provides the value of R-Square of 0839 that can be interpreted that the variability in the construct of the employee's performance can be explained by the variability of Transformational Leadership Style, Organizational Communication and Discipline Working against Employee performance by 83.9%, while 16.1% is explained by other variables outside studied.

**Keywords:** transformational leadership, organizational communication, work discipline, and employee performance, Structural Equation Model (SEM), Partial Least Square (PLS).