

ABSTRACT

This research aims to determine the influence of leadership style, organizational climate, and organizational culture on employee performance. This research was conducted at PT. Warna Warni Kreasi. The object of this research is all employees of PT. Warna Warni Kreasi. This research was conducted on 90 respondents by using quantitative descriptive approach. Data processing is performed by analysis in the form Partial Least Square (Smart-PLS) version 3.0. The results of this research indicates that the variables of organizational climate and organizational culture have a positive and significant effect on employee performance. While the leadership style negatively affects employee performance at PT. Warna Warni Kreasi. Leadership style, organizational climate, and organizational culture 75.9%, while 24.1% are discussed by other variables not approved in this model and not explained in this study.

Keywords : *Leadership Style, Organizational Climate, And Organizational Culture, And Employee Performance.*



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, iklim organisasi, dan budaya organisasi terhadap kinerja karyawan. Penelitian ini dilakukan di PT. Warna Warni Kreasi. Objek penelitian ini adalah seluruh karyawan PT. Warna Warni Kreasi. Penelitian ini dilakukan terhadap 90 orang responden dengan menggunakan pendekatan deskriptif kuantitatif. Pengolahan data dilakukan dengan analisis *Partial Least Square (Smart-PLS)* versi 3.0. Hasil penelitian ini menunjukkan bahwa variabel iklim organisasi dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Sedangkan gaya kepemimpinan berpengaruh negatif terhadap kinerja karyawan pada PT. Warna Warni Kreasi. Gaya kepemimpinan, iklim organisasi, dan budaya organisasi 75,9%, sedangkan 24,1% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Gaya Kepemimpinan, Iklim Organisasi, Budaya Organisasi, Kinerja.

