

# **EFFECT OF LEADERSHIP STYLE, WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT TO THE EMPLOYEE PERFORMANCE OF RSIA BUNDA ALIYAH JAKARTA**

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## **ABSTRACT**

*This research was conducted to determine and analyze the effect of leadership style, work motivation and organizational commitment to employee performance RSIA Bunda Aliyah Jakarta.*

*(1). The leadership style using the dimensions of work orientation, human relations. (2). Work motivation using the dimensions of external motivation in the context of work, internal motivation within the context of employment. (3). Organizational commitment using the dimensions of affective commitment, normative commitment and continuance commitment. While the performance of employees using the dimensions of the discipline, quality and productivity of work and the effectiveness and efficiency of working time.*

*Population of this research is that employees RSIA Bunda Aliyah Jakarta. Samples were analyzed by using random sampling and primary data were collected using questionnaires and interviews.*

*Results from this study show that leadership style, work motivation, and organizational commitment had a strong influence value as well as the positive direction on employee performance.*

*From the results of simultaneous tests (test F), then either leadership style, work motivation and organizational commitment does have a very important role in influencing levels of employee performance. Meanwhile of yielding partial test (test t) one that resultant leadership style have the most influence dominant. Followed then by job motivation and organization commitment*

*According to research results, to improve employee performance needs improvement in leadership style, enhance work motivation and organizational commitment of employees.*

***Keywords: leadership style, work motivation, organizational commitment and employee performance.***