

## **ABSTRACT**

*This study aims to examine and analyze the influence of Leadership Style and Organizational Climate on Employee Performance at PT. Indotex Lasalle International Network. The research data is throughout the entire employee PT.Indotex Lasalle International amounted to 33 people. Sampling methods used are saturated or census sampling. The method of analysis using multiple regression analysis and correlation between dimensions variable, the instrument test validity and reliabilitas, test the classical assumption of normality test, multikolenieritas and heterokedastisitas. The results showed that leadership style has a significant positive effect on employee performance organizational climate has a significant positive effect on employee performance leadership style and organizational climate together a significant positive effect on employee performance. The strongest influence of the independent variable on the dependent variable indicated by organizational climate variables.*

*Keywords: leadership style, organizational climate, employee performance*



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## ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh Gaya Kepemimpinan dan Iklim Organisasi terhadap Kinerja Karyawan pada PT. Indotex Lasalle International Network. Data penelitian adalah seluruh seluruh karyawan PT.Indotex Lasalle International berjumlah 33 orang. Metode pengambilan sampling yang digunakan adalah sampling jenuh atau sensus. Metode analisis menggunakan analisis regresi berganda dan korelasi antar dimensi variabel, uji instrumen yaitu uji validitas dan reliabilitas, uji asumsi klasik yaitu uji normalitas, multikolenieritas dan heterokedastisitas. Hasil penelitian menunjukkan bahwa gaya kepemimpinan berpengaruh signifikan positif terhadap kinerja karyawan iklim organisasi berpengaruh signifikan positif terhadap kinerja karyawan gaya kepemimpinan dan iklim organisasi secara bersama-sama berpengaruh signifikan positif terhadap kinerja karyawan. pengaruh terkuat variabel independen terhadap variabel dependen ditunjukkan oleh variabel iklim organisasi.

Kata kunci : gaya kepemimpinan, iklim organisasi, kinerja karyawan

