

ABSTRACT

This research is purposed to find out the influence of organization culture and leadership style towards job satisfaction and its impact on employee performance. This research carried out on PT. CTech Lab Edwar Teknologi. Data collected by survey method. Questionnaires were distributed to all employees in Division of Production, Research and Developemnt, Finance and Administration, and Innovation and Product Development as many as 100 samples. The data analysis technique used is Structural Equation Modeling (SEM. The results showed that job satisfaction is positively affected by organization culture. Leadership style does not significantly affect to job satisfaction. While job satisfaction does not significantly affect employees performance. On the other hand, employee performance is negatively influenced by organization culture. In addition, employee performance is negatively influenced by leadership style.

Keywords: Organization culture, leadership style, job satisfaction, employee performance.



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan gaya kepemimpinan terhadap kepuasan kerja serta dampaknya terhadap kinerja karyawan. Penelitian ini dilakukan pada PT. CTECH Lab Edwar Teknologi. Data dikumpulkan dengan metode survei. Kuesioner yang dibagikan kepada seluruh karyawan di Divisi Produksi, Riset dan developemnt, Keuangan dan Administrasi, dan Inovasi dan Pengembangan Produk sebanyak 100 sampel. Teknik analisis data yang digunakan adalah Structural Equation Modeling (SEM) Hasil penelitian menunjukkan bahwa kepuasan kerja secara positif dipengaruhi oleh budaya organisasi. Gaya kepemimpinan tidak signifikan mempengaruhi kepuasan kerja. Sementara kepuasan kerja tidak signifikan mempengaruhi kinerja karyawan. Di sisi lain, kinerja karyawan secara negatif dipengaruhi oleh budaya organisasi. Selain itu, kinerja karyawan secara negatif dipengaruhi oleh gaya kepemimpinan.

Kata Kunci: Budaya organisasi, gaya kepemimpinan, kepuasan kerja dan kinerja karyawan.

