

## **ABSTRACT**

*The purpose of this study was to see the influence of Leadership Style and Organizational Culture on Employee Performance through Motivation as Mediation. The population of this study are all employees of PT. Siam-Indo Gypsum Industry, which is located in Bekasi Regency, with a probability sampling technique of 176 employees. The data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). The results of this study indicate that Leadership Style and Organizational Culture have a significant positive effect on motivation directly. Motivation has a positive and significant effect on employee performance directly. Leadership Style and Organizational Culture do not have a direct significant effect on Employee Performance, but have a significant effect with perfect mediation through Motivation. The implications of this research are discussed in the article. It is recommended that leaders be able to cooperate well with their subordinates, provide clear and easy-to-understand work procedures, and provide awards and work according to their abilities.*

*Keywords: Leadership Style, Organizational Culture, Motivation, Employee Performance*



## ABSTRAK

Tujuan penelitian ini untuk melihat pengaruh Gaya Kepemimpinan dan Budaya Organisasi terhadap Kinerja Karyawan melalui Motivasi sebagai Mediasi. Populasi penelitian ini seluruh Karyawan PT. Siam-Indo Gypsum Industry yang berlokasi di Kabupaten Bekasi, dengan teknik pengambilan *probability sampling* sebanyak 176 orang karyawan. Metode analisis data menggunakan *Struktural Equation Model-Partial Least Square (SEM-PLS)*. Hasil penelitian ini menunjukkan bahwa Gaya Kepemimpinan dan Budaya Organisasi berpengaruh positif signifikan terhadap Motivasi secara langsung. Motivasi berpengaruh positif dan signifikan terhadap Kinerja karyawan secara langsung. Gaya Kepemimpinan dan Budaya Organisasi tidak berpengaruh signifikan secara langsung terhadap Kinerja Karyawan, namun berpengaruh signifikan dengan mediasi sempurna melalui Motivasi. Implikasi penelitian ini dibahas dalam artikel. Disarankan pimpinan mampu menjalin kerja sama dengan bawahannya secara baik, berikanlah prosedur kerja yang jelas dan mudah dimengerti, dan berikan penghargaan dan pekerjaan yang sesuai dengan kemampuannya.

Kata Kunci: Gaya Kepemimpinan, Budaya Organisasi, Motivasi, Kinerja Karyawan

