

ABSTRACT

This study aimed to examine the effect of servant leadership and organizational culture on employee performance and job satisfaction as mediating variables, study conducted at the Department of PSDA and ESDM Semarang.

Samples were employees PSDA and ESDM Semarang, a total of 100 respondents. Structural Equation Modeling (SEM) was run by AMOS software was used to analyze the data. The analysis showed that servant leadership, organizational culture, and job satisfaction has positive influence on employee performance.

The empirical findings indicate that the servant leadership positively affects job satisfaction; cultural organization with no influence on job satisfaction; servant leadership positively affects on employee performance; organizational culture influence on employee performance; and job satisfaction influence on employee performance.

Keywords: *servant leadership, organizational culture, employee performance, job satisfaction*