

ABSTRACT

The purpose of this study was to examine the Leadership Style and Organizational Culture on Employee Performance through Organization Commitment. The population in this study were all labor Samudera Indonesia divisi Project Logistics, which numbered 156 people and spread over two office at Jakarta for West of Indonesia and office Surabaya for East Indonesia.

The data were collected by survey method using a questionnaire and Validity test using Confirmatory Factor Analysis and Reliability Test using Variance Extracted and Construct Reliability. The data were Analyzed by Structural Equation Modeling AMOS version 20.0.

This study found that of all of the five hypotheses submitted were accepted. Employee and Organization Commitment because of the founded the positive influence. The most influence effect on Employee Performance by Improving Organizational Culture where when the Organizational Culture is good it will improve The Organizational Commitment which will later Improved Employee Performance.

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

