ABSTRACT

The tight of competition for human resources makes companies need to optimize employee performance so that company goals can be achieved. Since the establishment of a company, a leader certainly put the organizational culture as a guideline for carrying out its performance with the chosen form of leadership.This study aims to determine the effect of organizational culture and transformational leadership style on employee performance through organizational commitment as an intervening variabel in the object of the Indonesian Telecommunications Office, Regional Division IV Semarang. This study uses data sources in the form of primary data through the distribution of research questionnaires and is supported through secondary data with journals and books.

This research uses probability sampling technique, namely random sampling. The samples in this study were 85 employees at the Indonesian Telecommunication office Regional Division IV Semarang. The data analysis technique used in this study used Partial Least Square through the help of the SmartPLS 3.3.9 application which aims to determine the path coefficient, as well as the direct and indirect effects of exogenous variabels on endogenous variabels.

The results of statistical test analysis used alpha α = 0.05. Meanwhile, the results showed that organizational culture has a significant positive effect on employee performance and organizational commitment, transformational leadership style has a significant positive effect on employee performance and organizational commitment, and organizational commitment has a significant positive effect on employee performance. In addition, it can be seen if the variabel organizational commitment can mediate the indirect relationship between transformational leadership style on employee performance, but not for organizational culture variabels on employee performance.

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

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