

ABSTRACT

In order to fulfill of the public expectations to get excellent service from public organizations, need to be considered in the implementation of behavioral performance of public organizations. The purpose of this research is to investigate the influence of servant leadership style and organization culture, on organizational commitment to increase employees performance in Badan Perencanaan Pembangunan Daerah Kabupaten Bengkulu Selatan.

This research use census method and data that used in this research is primary data of questionnaire. This study use the entire population of as many as 63 people. The analysis technique that used in this research is path analysis and using Statistical Package for Social Science (SPSS) software for windows versi 20. Based on validity and reliability test by using factor analysis showed that the instrument that used in this study is valid and reliable. The result indicates that servant leadership style have an positive and significant effect to organizational commitment, organization culture have an positive and significant effect to organizational commitment, organizational commitment have an positive and significant effect to employees performance, servant leadership style have an positive and significant effect to employees performance, and organization culture have an positive and significant effect to employees performance.

The empiric finding, indicated that to increase employees performance, Badan Perencanaan Pembangunan Daerah Kabupaten Bengkulu Selatan need to pay attention to factors that influencing employees performance such as servant leadership style, organization culture, and organizational commitment. By knowing about the influence of that relationship, can used as design strategy utilize to improvement of employees performance.

Keywords : *Servant Leadership Style, Organization Culture, Organizational Commitment, and Employees Performance*