

ABSTRACT

Human resources is a very important thing for a company because people who make plans, organize, process and control every activity in the company so that human resources must have good quality performance to achieve maximum corporate profits. Since the founding of a company whether consciously or unconsciously, a leader undoubtedly laid a foundation of organizational culture that was used as a basis for performing its performance. In addition, the transformational leadership style is also required by the leadership to influence employees to work well. Based on the data obtained, still found about 20% of poor performers (judging from the results of poor performance assessment and fair). From this, efforts should be made to improve employee performance through organizational commitment. This study aims to determine the effect of organizational culture variables and transformational leadership style on employee performance through organizational commitment of employees of PT. Djarum-Primary Krapyak Kudus.

The sample used in this study 200 respondents from population 1233. Sampling is done by proportional random sampling method. Data collection will be done through the questionnaire given to the party concerned. Data collection was done by giving questionnaires to 200 employees of PT. Djarum-Primary Krapyak Kudus. The analysis technique used is quantitative analysis in this study using AMOS ver 22.0 to estimate SEM.

The results showed that organizational culture, transformational leadership style and commitment of organiasai have positive effect on employee performance have positive effect. Suggestions that researchers can give to PT. Djarum-Primary Krapyak Kudus is the improvement of organizational culture that existed in the company and the leadership style transformasional owned by the leader must be done through the increase of commitment organiasai so as to achieve maximum performance.

Keywords: Organizational Culture, Transformational Leadership Style, Organiasai Commitment, and Employee Performance.