

**ANALYSIS ON THE EFFECT OF ORGANIZATIONAL CULTURE AND
ORGANIZATIONAL LEADERSHIP TOWARDS THE ORGANIZATION'S
PERFORMANCE THROUGH OPERATIONAL EFFECTIVITY AS
INTERVENING VARIABLE**

(A study on Cooperatives Legal Bodies in Semarang)

ABSTRACT

This research analyses the effect of organizational culture and organizational leadership towards organization's performance through operational effectivity as intervening variable (a study conducted in cooperatives legal bodies in Semarang). The research problem is the decrease of surplus profit of cooperatives legal bodies in Semarang from 2013 to 2014. The decrease reached 28% as from 2013.

The sampling technique used in this research is purposive sampling with the following criterion: cooperatives that are acknowledged as qualified cooperatives. According to the purposive sampling there are 109 cooperatives under that criterion. The data were analyzed using path analysis developed in the research framework of The Structural Equation Modelling (SEM) from AMOS statistic software package used in the model development and hypothesis testing.

Result of the research shows that organizational culture affects the organization's effectivity. Organizational leadership gives positive impacts towards organization's effectivity. Organizational culture gives positive impacts towards organization's performance. Organizational leadership gives positive impacts towards organization's performance. Organization's effectivity gives positive impacts towards organization's performance.

Keywords: organizational culture, organizational leadership, operational effectivity, organization's performance.