

ABSTRACT

The purpose of this research is to test influences of Organization Culture, Leadership Style toward Job Satisfaction, Job Satisfaction toward Employee's Performance, Organization Culture and Leadership Style toward Employee's Performance using Job Satisfaction as a intervening variable. Using these variables, for instance, we discovered the direct effect and indirect effect Organization Culture, Leadership Style toward Job Satisfaction, Job Satisfaction toward Employee's Performance, Organization Culture and Leadership Style toward Employee's Performance using Job Satisfaction to be variable intervening. The usage of these variables is able to solve the arising problem within PT. PLN (Persero) UIP VII.

The samples of this research consisted of 142 employees's on PT PLN (Persero) UIP VII. Structural Equation Model was run by an LISREL software for data analysis the result of the analysis showed that Organization Culture, Leadership Style contributes a positive influence which is significant to Job Satisfaction. Job Satisfaction contributes a positive influence which is significant to Employee's Performance. Organization Culture and Leadership Style contributes a positive influence which is significant to Employee's Performance using Job Satisfaction to be variable intervening.

This empirical result indicated that in order to raise the standard of an Organization Culture, Leadership Style and Employee's Performance also Job Satisfaction, because the lower of ...Theoretical implications and suggestions for future research have been elaborated at the end of this study.

Key word : Organization Culture, Leadership Style, Employee's Performance, Job Satisfaction.