

ABSTRACT

Human resources play a very dominant role in the company. Human resource factors are living and are active factors that will activate passive production factors. Today the company is developing its employees because the company must be able to survive and be able to keep up with the development of globalization in line with the increasingly rapid development of technology and communication. Leadership is one of the things that influences the important role in moving the company. In addition to leadership, organizational culture also plays a role in achieving company goals. A good organizational culture will bring the company to maximum achievement. Because organizational culture is a characteristic that distinguishes one company from another. The results of the primary study show that the leadership in the Telkom Pension Fund has not run optimally. The same applies to the organizational culture in Dapen Telkom.

The research method used in this research is quantitative methods. Data collection techniques are used in researching samples and populations, the characteristics of the study using quantitative types or collection of questionnaire, descriptive and causal data by showing the cause and effect of the results of the dependent variable. The sample and population used in this study were 80 people. In this study using descriptive analysis, simple linear regression analysis and classical assumption test on the results of data processing, it can be seen that leadership has a significant positive effect on organizational culture and based on the results of the coefficient of determination, it is known that leadership variables have an effect of 22.2% on organizational culture in Telkom Bandung Pension Fund and the remaining 77.8% are influenced by variables others not examined.

Keywords: Leadership, Organizational Culture, Telkom Pension Fund.