

ABSTRACT

Human resources are very vital organizational assets, because of that their roles and functions cannot be replaced by other resources. In achieving its goals, certainly an organization requires human resources as a system manager.

The role of leadership is very important in moving employees to achieve organizational goals. Organizational culture is influenced by leadership. This research is focused on the influence of leadership on organizational culture. This research was conducted to determine the effect of leadership on organizational culture in the Bandung Telkom Pension Fund. The purpose of this research is to determine the leadership of the Telkom Pension Fund, to determine the organizational culture of the Telkom Pension Fund and to determine the influence of leadership on the organizational culture of the Telkom Bandung Pension Fund.

This research uses quantitative methods with descriptive research type. Sampling was used by the type of non-probability sampling method with 81 respondents. Data analysis techniques used were descriptive analysis, normality test, heteroscedaticity test, simple regression analysis, t test, coefficient of determination using SPSS ver 23.

The results of this study indicate that research partially influences organizational culture by 22,2%. Simultaneous results show that leadership has a positive and significant effect on organizational culture in the Telkom Pension Fund of 22,2% and the remaining 77,8% is influenced by other variables.

Keywords: Leadership, Organizational Culture, Human Resources