

ABSTRACT

Organizational culture and leadership are part of human resources which are one of the capital and have a very important role for the success of a company or organization because good human resource management is the key to the successful achievement of the company's goals.

The success of an organization in achieving its goals in addition to requiring a good organizational culture, also depends on the implementation of the leadership style. A strong leadership style in the organization is used to direct all available resources in achieving goals and optimizing success in a company.

This study aims to determine to test and analyze the influence of Organizational Culture and Transformational Leadership Style on Employee Performance at RTTL.EP. The aspects studied are the employee's work culture, the leadership style of a leader, and the impact of the process of the two variables which will result in employee job performance.

This research was conducted at RTTL.EP. The respondents used 180 employees, using a quantitative data approach, probability sampling and census sampling.

The results showed that organizational culture and leadership style had a positive and significant impact on employee performance. The influence of Organizational Culture on Employee Performance is significant and positive, the influence of Transformational Leadership Style on Employee Performance is significant and positive;

Keywords: Human Resources, Organizational Culture, Leadership, Performance