

## ABSTRACT

*The development of increasingly competitive technology requires organizations to move quickly and be more responsive, this is done so that companies can win in the competition and continuously grow above competitors. The role of quality human resources is very important for companies that have employees with high performance. Factors that affect employee performance include leadership style and organizational culture. The purpose of this research is to identify and analyze the influence of leadership style and organizational culture on employee performance at PT Jasaraharja Putera Jakarta.*

*This research was conducted to determine the effect of leadership style and organizational culture on the performance of employees of PT Jasaraharja Putera Jakarta. The purpose of this research is to find out and analyze how the leadership style and organizational culture affect the performance of the employees of PT Jasaraharja Putera Jakarta.*

*From the results of the descriptive analysis shows that the leadership style, organizational culture and employee performance are in the high category. The results of the study partially show that leadership style affects employee performance by 5.9% and partially organizational culture affects employee performance by 57.6%. The results of the study simultaneously show that leadership style and organizational culture have a positive and significant effect on employee performance at PT Jasaraharja Putera Jakarta by 63,5% while the remaining 36.5% is influenced by other factors not examined in this study.*

**Keywords:** *Organizational Culture, Leadership Style, Employee Performance, Human Resource.*