

ABSTRACT

This research was motivated by the problem of employee performance level of PT. Telkom Witel Aceh which has not been in accordance with the company's expectations in the period 2018 and 2019. The purpose of this study is to know and analyze the influence of Leadership Style and Organizational Culture on Employee Performance at PT. Telkom Witel Aceh both partially and simultaneously.

This research uses quantitative methods of descriptive and causal research types. Sampling using non probability sampling method type Saturated Sampling, the number of respondents as many as 50 people. Analysis techniques using descriptive analysis and multiple linear regression analysis.

The results showed that leadership styles are in a strong category, organizational culture is in a very strong category and employee performance is in a very high category. The results of the regression analysis showed that the leadership style and culture of the organization simultaneously had a significant impact on employee performance. 84.6%, the remaining 15.4% was influenced by other variables not studied in this study. Partial leadership style and organizational culture significantly affected employee performance by 39.6% and 72.7% respectively.

Keywords: *Organizational Culture, Leadership Style, Employee Performance*