

## ABSTRACT

The pandemic COVID-19 happening across the world, including Indonesia, brought changes to the business situation to take strategic measures to bring the organization out from the brink of destruction. In the current pandemic, a leader with an autocratic leadership style is needed to solve the problems quickly. An organization restructuring is necessary to survive and adapt to the existing changes. Furthermore, it can also maintain the company's survival and sustain the employee performance to remain excellent and optimal.

The research aimed to identify the impact of the autocratic leadership style and the organization restructure to the employee performance in ABC company during the pandemic. Nonprobability sampling and 100 respondents from the employees of ABC company followed by quantitative and descriptive research method were applied in this research. Analysis method used in this research was the multiple linear regression.

The result of the descriptive analysis specifically the performance variable was very high with the score of 90,5%. The autocratic leadership style variable was fairly good with the score of 67,1%, on the other hand, the organization restructuring variable was 84,5%. According to the result of the coefficient determination ( $R^2$ ), it is found that the value of R-square is 0,481 or 48,1%. This meant that 48,1% of the employee performance in ABC company during the pandemic were affected by the autocratic leadership style and organization restructure. The remaining value of 59,1% (100% - 48,1%) are affected by other variable not included in this research. In conclusion, the autocratic leadership style and the organization restructure significantly affected the employee performance during pandemic in ABC company.

Keywords: Autocratic leadership style, organization restructure, employee performance