

ABSTRACT

The complex dynamics of politics have driven Party XYZ to innovate through democratic leadership and the strengthening of organizational culture. However, existing phenomena indicate that the implementation of these efforts has not been optimal and requires further development to improve the performance of party cadres.

This study aims to describe democratic leadership style, organizational culture, and cadre performance, as well as to analyze the influence of both leadership style and organizational culture on cadre performance, both partially and simultaneously. The research adopts a quantitative approach with descriptive and causal analysis, involving a sample of 307 cadres drawn from a total population of 1,320 at the provincial leadership level (DPW).

Data analysis was conducted using the SEM-PLS method with SmartPLS 4.0 software. The results show that the democratic leadership style does not have a significant influence on cadre performance (path coefficient = -0.004; P-value = 0.939).

Conversely, organizational culture has a positive and significant influence on cadre performance (path coefficient = 0.835; P-value = 0.000). Additionally, democratic leadership and organizational culture together have a significant influence on cadre performance (path coefficient = 0.537; P-value = 0.000).

These findings highlight that organizational culture plays a dominant role in improving cadre performance, while democratic leadership requires further reinforcement to be more effective in the context of a political organization.

Keywords: *Democratic Leadership Style, Organizational Culture, Employee Performance and Partai XYZ*