

The Role of Organizational Culture, Organizational Commitment, and Styles of Transformational Leadership towards Employee Performance

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Abstract : This study aims to examine and analyze the influence of organizational culture, organizational commitment, and transformational leadership style on employee performance. This study used descriptive survey method with quantitative approach, and questionnaires as a tool used for basic data collection. The sampling technique used is proportionate stratified random sampling technique; all respondents in this study were 70 respondents. The analytical method used in this research is multiple linear regressions. The result of determination coefficient of 52.3% indicates that organizational culture, organizational commitment, and transformational leadership style simultaneously have a significant influence on the performance of employees, while the remaining 47.7% is explained by other factors outside the research variables. Partially, organization culture has strong and positive influence on employee performance, organizational commitment has a moderate and positive effect on employee performance, while the transformational leadership style has a strong and positive influence on employee performance and this is also the variable that has the most impact on employee performance.

Keywords : organizational culture, organizational commitment, transformational leadership style, employee performance

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