

ABSTRACT

The main factor that affects the ability of the organization in achieving its objectives is the ability of the organization in empowering all its capital resources, whether in the form of financial capital, physical capital and human capital. Leadership is very influential because superiors play a major role in the delegation of tasks that will be done by an employee, while the work climate is a picture of the overall working environment conditions that will be perceived by every employee in daily work. The purpose of this study is to examine and analyze the influence of transformational leadership and organizational climate on employee performance with organizational culture as a mediation variable.

The object of this research is the employee's perception from the secretariat of DPRD of Central Java Province to the performance and the factors that influence it. The population that became the object of this study were all employees from the Secretariat of the Regional House of Representatives of Central Java Province with a total of 120 employees and at the same time used the research sample. Data analysis technique used in this research is SEM (Structure Equation Model).

The conclusions of this study are 1) transformational leadership proved to have a significant effect on organizational culture; 2) organizational climate proved to have a significant effect on organizational culture; 3) transformational leadership proved to have a significant effect on employee performance; 4) organizational climate proved to have a significant effect on employee performance; 5) organizational culture proved to have a significant effect on employee performance; 6) Organizational culture is proven to mediate the influence of transformational leadership and organizational climate on employee performance. The mediation is significant. This means that the influence of transformational leadership and organizational climate have an impact on organizational culture, and because of organizational culture changes caused by the application of transformational leadership by superiors and also organizational climate become good then performance of employees also become better.

Keywords: Employee Performance, Organizational Culture, Transformational Leadership, Organizational Climate.