

ABSTRACT

Employee contribution become important if done effectively and right in implemented. Not only in amount of business but also direction of business. Attitudes, effort or intention to work and several organizations supports means a lot in the success of employee performance.

This research analyzes problems facing by administrative employee of Semarang University (USM). Some of them feel unsatisfied in their job and this condition influences their bad performance. Empiric test held to 110 administrative employees to get data of organizational culture and leadership style suspected not giving expectation to administrative employee yet.

This research uses Structural Equation Model (SEM) as analysis tools. Data analysis result shows that research model has good fit based on Chi-Square = 251,937; Probability = 0,097; Cmin/DF = 1,125; GFI = 0,844; AGFI = 0,807; TLI = 0,973; CFI = 0,976 and RMSEA = 0,034. All measurement fulfils the criteria, except GFI and AGFI. Based on the result, organizational culture and leadership style influence positively and significantly to job satisfaction; Leadership style influences positively and significantly to organizational culture. Organizational culture, leadership style, and job satisfaction influence positively and significantly to employee performance. In order to improve administrative officers' performance specifically in controlling costs and individual initiative, the company needs bureaucratic and autocratic leadership style in openness and process-oriented organizational culture to raise employee job satisfaction.

Keywords: Organizational Culture, Leadership Style, Job Satisfaction and Employee Performance