

ABSTRACT

Organization's success is closely related to the employee's performance's quality, so that the organization should renew and improve their employee's performance constantly. Employee's performance is measured by performance results within certain period of time. Many factors influence employee's performance, both from within the employee and from the environment, including Leadership, Organizational Culture, and Job Satisfaction. Those three factors should be considered by a leader so that employee's performance could be maximized.

This study aims to analyze the influence of (1) transformational leadership on job satisfaction, (2) organizational culture on work satisfaction, (3) job satisfaction on employee's performance, (4) transformational leadership on organizational culture, (5) transformational leadership on employee's performance, (6) organizational culture on employee's performance in PT. Taspen (Persero) Jakarta Head Office. The sample of this study is amounted to 105 employees. Data are collected by survey methodology and questionnaire as tools, and then analyzed through Structural Equation Model (SEM) methodology using AMOS program 22.0 version.

This study found that from six hypothesis that are proposed, all of them are accepted. (1) transformational leadership has significant positive effect on job satisfaction, (2) organizational culture variable has significant positive effect on job satisfaction, (3) job satisfaction variable has significant positive effect on employee's performance, (4) transformational leadership variable has significant positive effect on organizational culture, (5) transformational leadership variable has significant positive effect on employee performance, (6) organizational culture variables has significant positive effect on employee performance.

Keywords: *transformational leadership, organizational culture, job satisfaction, and employee performance*