

## **ABSTRACT**

*This study aims to prove the influence of servant leadership and organizational culture factors on employee performance with work creative behavior as an intervening variable in educational staff employees with ASN status at the Indonesian State Maritime Polytechnic office. The number of samples in this study is the entire population of 48 people as educational staff with ASN status. Data were analyzed using a quantitative approach with the SEM-PLS method through the SmartPLS 3.3 application.*

*The results showed that of the five hypotheses formed, four hypotheses were accepted and one hypothesis was rejected. Servant Leadership has a significant effect on Employee Performance with a p-value of 0.041 <0.05. Organizational Culture has no significant effect on Employee Performance with a p-value of 0.173 > 0.05. Servant Leadership has a significant effect on Work Creative Behavior with a p-value of 0.023 <0.05. Organizational Culture has a significant effect on Work Creative Behavior with a p-value of 0.000 <0.05. and Work Creative Behavior has a significant effect on Employee Performance with a p-value of 0.000 <0.05.*

***Keywords : Servant Leadership, Organizational Culture, Work Creative Behavior and Employee Performance***