

ABSTRACT

Human resources play a vital role in an organization, the progress and development of an organization is determined by the qualities and abilities of the human resources it contains. Organization must continue to develop and adapt, as a form to improve employee performance there are some factors that influence employee performance, such as leadership style and organizational culture. Leadership styles and organizational culture not only affect employee performance but also impact organizational learning. The purpose of this study is to analyze the effects of transformational leadership style and organizational culture on employee performance with organizational learning as an intervening variable.

This research was conducted using a non-probability sampling method through saturation sampling by distributing questionnaires to employees of Bandung Trade and Industry Office. The number of samples in this research was 62 respondents. This research uses Structural Equation Modeling – Partial Least Square (SEM-PLS) as an analysis tool.

The results of this research show that transformational leadership style has a significant positive effect on employee performance, organizational culture has no effect on employee performance, transformational leadership style has a significant positive effect on organizational learning, and organizational culture has a significant positive effect on organizational learning. In addition, it is known that organizational learning is proven to mediate the influence of transformational leadership style and organizational culture on employee performance.

Keywords: Transformational Leadership Style, Organizational Culture, Organizational Learning, Employee Performance.