

ABSTRACT

This study aims to analyze how leadership style influences employee performance, with organizational culture serving as a mediating factor, within the FMA Division of PT. Bank Rakyat Indonesia (Persero) Tbk. As competition intensifies in the banking sector, effective leadership has become a key factor in driving productivity and enhancing the company's competitiveness. Moreover, organizational culture plays a vital role in creating a conducive work environment to achieve optimal performance, particularly among individual employees within the company.

The study adopts a quantitative method using purposive sampling, involving 100 respondents from the FMA Division. Data were collected through questionnaires and analyzed using the Partial Least Squares (PLS) method with the help of SmartPLS software.

The findings of this research reveal that the direct effect test shows that leadership style has a positive and significant impact on employee performance. Additionally, the results of the indirect effect test indicate that organizational culture has a stronger mediating influence on the relationship between leadership and employee performance. The stronger the organizational culture within the company, the greater the positive impact of leadership style on improving employee performance.

Keywords: *Employee Performance, Leadership Style, Organizational Culture, Partial Least Square (PLS).*