

ABSTRACT

The tourism sector is one of the pillars of every country's economy. Economic growth is in line with tourism development in Indonesia. Hotels, as supporting the tourism sector, aim to generate economic profit. However, in practice, there are deviations from Sharia principles. Organizational management is essential for the organization's progress and success, ensuring that employees feel comfortable in their work. Organizational commitment is a key factor in determining competitiveness. This study aims to determine the effect of organizational commitment and leadership style on employee performance in hotels in Semarang.

The population in this study was hotel employees in Semarang. A sample of 104 respondents was selected using a purposive sampling technique. Data collection was conducted by distributing questionnaires in accordance with the research criteria. Data analysis methods used in this study included data instrument testing, classical assumption testing, and model fit testing using the Statistical Package for Social Science (SPSS) application.

The results showed that organizational commitment partially had a positive and significant effect on employee performance in hotels in Semarang, and leadership style partially had a positive and significant effect on employee performance in hotels in Semarang. Simultaneously, organizational commitment and leadership style had a positive and significant effect on employee performance in hotels in Semarang.

Keywords: *Organizational Commitment, Leadership Style, Employee Performance, Hotel*

