

ABSTRACT

This research was conducted on PT. Telekomunikasi Indonesia Tbk divisi regional IV Jateng DIY. The aim of this research is to determine the influence of the participative leadership style and organizational commitment to the employee performance and job satisfaction. Total sample of this research are 72 respondents. Furthermore from collecting data used questionnaire, interview, and literature. The independent variable are participative leadership style and organizational commitment, while the intervening variable is job satisfaction and dependent variable is employee performance.

For data processing techniques this research used PLS (Partial Least Square). The PLS steps are: specification models (outer model and inner model) and evaluation models (outer model and inner model).

The result of the analysis using the PLS showed that: 1) participative leadership style has significant and positive impact to job satisfaction, 2) organizational commitment has significant and positive impact to job satisfaction, 3) job satisfaction has no significant impact to employee performance, 4) participative leadership style has significant and positive impact to employee performance, 5) organizational commitment has no significant impact to employee performance.

Keyword: participative leadership style, organizational commitment, job satisfaction, employee performance