

ABSTRACT

The purpose of this study was to analyze the influence of leadership styles and organizational culture towards job satisfaction and job satisfaction influence on performance of employees PD BPR BKK Purwodadi. Samples obtained as many as 56 respondent. To simplify troubleshooting, this research was carried out using the method of linear regression analysis and analysis of pathways and Sobel Test with the help of SPSS 16.0.

The results of this research are: the first Hypothesis leadership style proved to be positive and significant effect against the job satisfaction, with the obtained test results – t of 5,943 and sig. $\alpha = 0.05 < 0.000$. The second hypothesis is proven influential positive organizational culture and significantly to job satisfaction, with the obtained test results – t of 4,533 and sig. $\alpha = 0.05 < 0.000$. Hypothesis three leadership style proved to be positive and significant effect on performance of employees, with the obtained test results – t of 2,223 and sig. $\alpha = 0.05 < 0,031$. Hypothesis four organizational culture proved to be positive and significant effect on performance of employees, with the obtained test results – t of 2,150 and sig. $0,036 < \alpha = 0.05$.

The hypothesis job satisfaction proved positive and significant effect on performance of employees, with the obtained test results – t of 4,466 and sig. $\alpha = 0.05 < 0.000$. Intervening test proves that job satisfaction into variables that mediate the leadership styles on performance of employees, so that it can be concluded with the application of a more appropriate leadership style will effect earlier on increased job satisfaction and job satisfaction of this high performance employees improving PD BPR BKK Purwodadi. Intervening test proves that job satisfaction into variables that mediate the organizational culture on performance of employees, so that it can be concluded with the application of organizational culture that will better take effect earlier on increased job satisfaction and job satisfaction of this high performance increase employee PD. BPR BKK Purwodadi.

Key words : *leadership style, culture of the Organization, job satisfaction, performance eemployee*