

## **ABSTRACT**

*Good organizational culture in banking companies should be adopted at any bank employee Regional Owned Enterprises (BUMD) Bank Jateng in an effort to improve employee performance. This study aims to analyze the factors that influence whatever, Employee Performance on all employees of the Bank Jateng. As for some of the factors that are hypothesized to affect the increasing performance of employees is the variable Leader Member Exchange (X1), Quality of Work Life (X2) and Cultural Organization (Y1) as intervening variables.*

*The research sample numbering as many as 112 respondents overall and as many as 112 questionnaires returned, resulting in as many as 112 respondents remain questionnaire. The samples were carried out with consideration of the theory of Arikunto, (2012) that the sampling technique engineering sample census form, namely the determination of research by making all members of the population as samples, known to the population of all employees of the Bank Jateng, some 112 people, In this study, respondents are all employees of the banking Local Owned Enterprises (BUMD) Bank Jateng. The tools used to analyze the data is AMOS 23:00 by Structural Equation Modeling (SEM).*

*The results showed an overall of five hypothesis in this study is acceptable. The factors that significantly ie Leader Member Exchange (X1) and the Quality of Work Life (X2) positive significant effect on organizational culture (Y1). As well as the Leader Member Exchange (X1) and the Quality of Work Life (X2) has a significant positive effect on employee performance (Y2).*

**Keyword:** *Leader Member Exchange, Quality of Work Life, Cultural Organization and employee performance.*