

ABSTRACT

Performance has long been an important issue, both in the public and private sectors with the aim of finding methods and instruments that can improve performance, both individuals and organizations. The purpose of this study was to analyze the influence of leadership style, and work spirituality on employee performance with organizational commitment as variables intervening. This research was conducted at the Banten Provincial Civil Service Police Unit.

This research type is explanatory research. This study uses SEM-PLS analysis with WarpPLS software. The research sample was 81 respondents. The sampling technique used in this study is saturated or census sampling that is all populations made as respondents, that the respondents used in this study are all Civil Servants in the Banten Provincial Civil Service Police Unit.

The results showed that: (1) leadership style had a negative effect but not significant on employee performance. (2) The leadership style has a positive and significant influence on organizational commitment. (3) Work spirituality has a positive and significant effect on employee performance. (4) Work spirituality has a positive and significant effect on organizational commitment. (5) Organizational commitment has a positive and significant effect on employee performance. (6) Organizational commitment does not mediate the relationship between leadership style and employee performance. The same results are also shown that organizational commitment does not mediate the relationship between work spirituality and employee performance.

Keywords: *leadership style, work spirituality, organizational comintment, employee performance*