

ABSTRACT

The purpose of this research is to investigate the effects of leadership style and corporate culture on organizational commitment to enhance employee performance. Using these variables, for instance McNeese Smith, (1996); Fey dan Denison, (2000), Sambasivan dan Johari (2003), dan Suharto dan Cahyono, (2005), discovered effect leadership style and organizational culture toward organizational commitment to increase employee's performance.

The study was conducted at Pemerintah Daerah Kabupaten Natuna, the sample size is about 100 employee, using the Structural Equation Modelling (SEM). The results show that leadership style and corporate culture has positive significance effect on organizational commitment and increase employee performance.

The effect of leadership style on organizational commitment is 0,60; The effect of corporate culture on organizational commitment is 0,32; The effect of leadership style on employee performance is 0,41; The effect of corporate culture style on employee performance is 0,27; and The effect of organizational commitment on employee performance is 0,34.

Keywords: leadership style, corporate culture, organizational commitment, and employee performance