

## **ABSTRACT**

*The purpose of this research is to investigate the effects of leadership style and organizational culture, on organizational commitment to increase employees performance in General Secretary Bureau of Agriculture Departement*

*This research use Proporsional random sampling method and data that used in this research is primary data of questionnaire. Population of the current research is 912 people. Meanwhile the sample is 240 people. Analysis technique that used in this research is Structural Equation Model (SEM) from software AMOS 4.0. This result of this research indicate that causality [relation/link] usher variables influencing and criterion of Goodness Of Fit that is chi square =(1144,691); Probability = (0,058); CMIN/DF = (1,069), GFI = (0,826); AGFI = (0,809); TLI = (0,991); CFI = (0,992); RMSEA = (0,017). The result indicates that leadership style have a positive and significant effect to organizational culture, leadership style have an positive and significant effect to organizational commitment, organizational culture have an positive and significant effect to organizational commitment, organizational commitment have an positive and significant effect to employees performance, leadership style have an positive and significant effect to employees performance, and organizational culture have an positive and significant effect to employees performance.*

*The empiric finding, indicated that to increase employees performance, Bureau in General Secretary of Agriculture Departement need to pay attention to factors that influencing employees performance such as leadership style, organizational culture, and organizational commitment. Because by given the referable the relation, influence to design strategy utilize improvement of employees performance.*

**Keywords** : *Leadership Style, Organizational Culture, Organizational Commitment, and Employees Performance*