ABSTRACT

THE EFFECT OF ORGANIZATIONAL CULTURAL AND LEADERSHIP ON THE PERFORMANCE OF EMPLOYEES
(Study of Administration Staff Performance in Teacher Training and Education Faculty University of Lampung)

By
Edi Marsono

Problem in this study was the lack of employee understanding toward organizational culture that affect employee performance. This study aimed to determine the influence of organizational culture and leadership on the performance of the administration staff at the Teacher Training and Education Faculty, University of Lampung. This study used survey method to describe the distribution of the sample based on single variable, and to explore the influence between variables. The study population was administration staff at Teacher Training and Education Faculty, University of Lampung. The total sample which was 64 was taken by total sampling method. Data collecting technique was using research instrument in the form of questionnaire which consisted of question. Each question was given the alternative answers based on the Likert method. To test the hypothesis of the research, it used a descriptive statistical analysis and statistical analysis of correlation and regression.

The result of the research showed that: 1) The organizational culture has a significant influence on employee performance; 2) Leadership has a significant influence on employee performance; 3) Organizational culture and leadership, both have a significant influence on employee performance.

Keywords: organizational culture, leadership, and employee performance.