

## **ABSTRACT**

### **INFLUENCE OF LEADERSHIP, ORGANIZATION CULTURE AND DISCIPLINE TO THE EMPLOYEE PERFORMANCE ON POLICE ADMINISTRATIVE UNIT COUNTRY LEVEL LAMPUNG UTARA CITY**

**By**

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The problems that exist in this study is the performance of North Lampung Police Administrative Unit Country Level are still low. It can be seen from the last five years the crime rate is still high. The purpose of this research is to find out the effect Leadership, Organization Culture and Discipline to the Employee Performance on Police Administrative Unit Country Level North Lampung.

The methode of this research is explanatory research with quantitative approach. This research population is all employee of the Police Administrative Unit Country Level with a total sample 80 employee with random sampling technique. Data analysis which used is descriptive statistical analysis, inferensial statistical analysis and multiple linear regression.

Based on this research the conclusion is Leadership variable has a significantly effect to the employee performance, Culture Organization and Discilpine variables give an effect too but it didn't too significant. Its give an effect to the employee performance but the Leadership is dominant than the Organization Culture and Discipline to increase the employee performance. Correlations of coefficient is about 20,1 % indicator that their relationship (Leadership, Organization Culture and Discipline) with employee, whereas the rest can beexplained by another factors are not included in this research model. Results of multiple linear regression showed the equation  $Y \text{ (Performance)} = 11.362 + 0.481 \text{ (Leadership)} + 0,084 \text{ (Cultural Organizations)} + 0.098 \text{ (Work Discipline)}$ . This value has meaning constant value of performance if no all the independent variables, Leadership (X1), organizational culture (X2) and Work Discipline (X3) is equal to 11.362, while the value of variable coefficients Leadership are 0.481,

cultural variable organization are 0,084 and a variable Discipline work are 0.098. The result of F test is about  $6,389 > 2,21$  indicates that result of the F count  $> F$  table and then  $H_0$  rejected and  $H_a$  accepted.

**Keywords :** Leadership, Organization Culture, Discipline and Employee Performance