

*THE INFLUENCE OF LEADERSHIP AND CULTURE ORGANIZATION ON
THE PERFORMANCE OF EMPLOYEES IN THE SECRETARIAT OF THE
DPRD PRINGSEWU REGENCY*

Abstract

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Background : The factors of leadership and organizational culture is needed to maintain and improve the performance of employees in Pringsewu Regency DPRD Secretariat. Given that the Secretariat of the DPRD Pringsewu Regency is the organizational unit that is in charge of directly helping organizing the Government, so that it will largely determine the success of the Government in carrying out development and providing service to the community.

Aim of the study : To find out the significance of the influence of the leadership and organizational culture of the Secretariat employees performance DPRD Pringsewu Regency.

Method : Three of variables used in research is variable leadership by indicators ability motivate subordinate and ability affect subordinate, variable culture organization with indicators, innovation and take the risk, attention to detail, orientation result, orientation man, orientation team, aggressiveness, stability and variable performance by indicators quality work, responsibility to work, cooperation with colleagues, motivation work, initiative employees.

Result: Variable leadership birokratis and cultural organization influential simultaneously on the performance employees of the secretariat DPRD Pringsewu Regency coefficient of determination of 71,8 %.

Conclusion : Based on value coefficient beta, look that cultural factors organization is variable the most dominant influence the performance employees of the secretariat DPRD Pringsewu Regency.

Recommendation : Secretariat of the DPRD Pringsewu Regency should maintain the culture of the Organization in accordance with the concept of good governen in managing employees given the culture of the organization gives the dominant influence on employee accomplishments.

Keywords : leadership, organizational culture and performance of employees.