

ABSTRACT

Effect of Leadership Style and Culture Organization Toward Civil Servant Performance on Section Protocol Lampung Province

By

ARIEF BRILLIAWAN

Human resources or civil servant is a major component of an organization. They have thoughts, feelings, and different educational backgrounds are brought into an organization that causes them to be an interaction with the characteristics of each. Human resources need to be managed in a professional manner in order to realize the goal of an organization therefore required the leadership figure who has a style of leadership that is able to move, and in collaboration with subordinates that achieve organizational goals. In addition to leadership style, a factor that can not be ignored is the culture of the organization. The better Culture of the organization that applied in an agency expected increasing employee performance, because basically the organizational culture is a rule that binds employees to behave and act according to the rules that have been set and agreed.

The purpose of this research was to determine the effect of leadership styles and organizational culture Toward civil servant performance on the part of the protocol of Lampung Province. This research uses a quantitative research design with samples 43 people.

Results showed that the leadership style in Section Protocol entered into ideal category. The correlation between leadership style and civil servant performance entered into moderate category. Cultural organization entered into ideal Category. The correlation between organizational culture to civil servant performance in the category of Medium. The magnitude of the coefficient of determination value obtained is the R Square (r^2) = 0.283. therefore the magnitude of the effect leadership styles and organizational culture toward civil servant performance in Lampung province Protocol Section 28.3%.

Keywords: Leadership Style, Organizational Culture and Civil Servant Performance