

Purpose - This research attempted to examine the effect of change management, organizational commitment, job satisfaction, and leadership style on employee performance. It examined the mediating effect of job satisfaction and leadership style on employee performance. It examined the effect of organizational commitment and leadership style on job satisfaction, the effect of change management and organizational commitment on leadership style in Indonesian sharia property companies.

Design / Methodology / Approach - This research population was all active members of DPS (Sharia Property Developer) in Indonesia, with the criteria of having at least 1 employee and being registered as a member of DPS. Out of 200 samples, 71 returned the questionnaire. The sample method used was based on a minimum R^2 value of 0.25 and a significance level of 5% with a statistical power of 80% with a minimum sample of 65. Data analysis was performed using smartPLS software in measuring the relationship between factors and performing hypothesis test.

Findings - Organizational commitment and leadership style had a positive and significant effect on employee performance, change management had a negative but insignificant effect, and job satisfaction had a positive but insignificant effect. Leadership style and organizational commitment have a positive and significant impact on job satisfaction. Change management had a negative but insignificant effect on leadership style. Organizational commitment had a positive and significant effect on leadership style. Job satisfaction did not become a mediating variable and leadership style became a partial mediating variable of organizational commitment on employee performance.

Research Limitation / Implication - This research was limited to sharia property companies that were affiliated with DPS and had been founded for at least one year. The respondents involved in this research were employees of companies registered in DPS, having at least 1 employee.

Practical Implication - Factors with positive and significant effect on employee performance can be used as input in creating performance design by setting KPIs based on indicators of leadership style and organizational commitment.

Originality / Value - This research used change management, organizational commitment, job satisfaction, and leadership style as exogenous variables, as well as job satisfaction and leadership style as intervening variables. This research implemented different model with previous research in improving employee performance because it used two intervening variables and different indicators. The objects of this research were Indonesian sharia property companies, by identifying the phenomenon of existing problems.