

ABSTRACT

A leader must be able to organize his subordinates by adjusting his leadership style to the existing organizational culture so that employees are motivated and employee performance will be able to achieve the company's goals. In 2021, employee performance in ERA Bandung decreased. This study aims to find out how much influence leadership, organizational culture and motivation have on employee performance in era Bandung.

This study used quantitative research methods with saturated sampling as many as 50 employees at ERA Bandung. The methods used are descriptive analysis and multiple linear regression analysis.

Based on the results of this study, it can be concluded that employee responses to variable leadership style, organizational culture and motivation are reflected in employee performance.

Based on the results of the F test, the variables of leadership style, organizational culture and motivation are significantly motivated by employee performance as evidenced by $F_{table} (249,965) > F_{table} (2.80)$. Based on the results of the t test, it was obtained that leadership style, organizational culture and motivation significantly affected employee performance in the Bandung ERA. Meanwhile, based on the results of the coefficient of determination states that the variables of leadership style, organizational culture and motivation affect employee performance by 93.8%.

Advice for ERA Bandung to consider leadership styles that match employee characteristics and improve organizational culture in order to produce maximum employee performance.

Keywords: leadership style, organizational culture, motivation, employee performance