

ABSTRACT

This research was motivated by empirical facts in the form of employee performance data at the Majalengka Regency Public Works and Spatial Planning Office, the presence of fluctuating symptoms that hampered employee performance in the 2016-2020 period. The purpose of this study is to find out how the leadership style of the Ohio model, the organizational culture on employee performance in the Majalengka County Public Works and Spatial Service, and to find out how the ohio model leadership style and organizational culture affect employee performance in the Public Works and Spatial Service partially and simultaneously.

In this study, researchers use quantitative methods with descriptive and causal types of research. The analysis technique used is multiple linear regression analysis. The respondents used were employees of the Majalengka Regency Public Works and Spatial Planning Office. Sampling techniques use probability sampling with simple random sampling. The calculation uses the formula slovin, the number of respondents in this study is 80 respondents.

Descriptive analysis results show a value of 86%, so the leadership style of the Ohio model is in the category of very good, organizational culture entered into the category is very strong with a value obtained by 86.5%, and employee performance falls into a very high category with a percentage of 86.79%.

The conclusions in this study show that the leadership style of the Ohio model is in the excellent category, while the organizational culture variable is in the category is very strong, and the performance of employees in the Majalengka County Public Works and Spatial Service is in a very high category. The Ohio Model Leadership Style and Organizational Culture have a partial and simultaneous effect on Employee Performance in the Majalengka County Public Works and Spatial Planning Office.

Keywords: *Leadership Style, Ohio Model, Organizational Culture, Employee Performance*