

## ABSTRACT

*This research aims to determine the influence of Leader-Member Exchange (LMX) and Organizational Culture on Employee Performance at PT Tectona Cipta Niaga. Leader-Member Exchange refers to the quality of the relationship between leaders and team members, which is hypothesized to have a significant impact on employee work effectiveness. Additionally, Organizational Culture, which includes values, norms, and practices implemented within a company, is also considered a key factor influencing individual performance.*

*This research employs a quantitative method using nonprobability sampling with a saturated sample for data collection, involving 60 Employee from PT Tectona Cipta Niaga. The data analysis techniques used are descriptive analysis and causal analysis through multiple linear regression.*

*The partial results indicate that Leader-Member Exchange has a positive and significant influence on employee performance. Organizational Culture also has a positive and significant influence on employee performance. Simultaneously, Leader-Member Exchange, Organizational Culture, and Employee Performance have a significant influence on overall employee performance. The descriptive study shows that the percentage for Leader-Member Exchange is 77.28%, Organizational Culture is 83.10%, and Employee Performance is 83.33%.*

**Keywords:** *Leader Member Exchange, Organizational Culture, Employee performance*