

**ANALYSIS OF THE EFFECT OF LEADERSHIP STYLE AND ORGANIZATIONAL
CULTURE ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN
INTERVENING VARIABLE IN COMPANIES PROVIDING LABOR SERVICES IN
THE HEAVY EQUIPMENT SECTOR**

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STATEMENT BY THE AUTHOR

I affirm that this submission represents my original work, and to the best of my understanding, this document does not include any content that has been previously published or authored by another individual. Furthermore, it does not incorporate material that has been approved for the conferment of any other academic degree or diploma at any educational establishment, except for those instances explicitly acknowledged in the thesis.



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ABSTRACT

ANALYSIS OF THE EFFECT OF LEADERSHIP STYLE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE IN COMPANIES PROVIDING LABOR SERVICES IN THE HEAVY EQUIPMENT SECTOR

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This research explores the relationship between the application of Leadership Style (LS), Job Satisfaction (JS), and Organizational Culture (OC) at PT Kanitra Mitra Jayautama and its impact on Employee Performance (EP). By utilizing Structural Equation Modeling (SEM) and distributing questionnaires to 122 respondents at the mechanical (Officer), Non-mechanical (Staff), and Generalist (Supervisor and Managerial) levels, this research aims to analyze the specific leadership style strategies implemented by PT Kanitra Mitra Jayautama Head Office, including implementation of company regulations and organizational culture. SEM analysis shows that there is a significant influence of LS on EP, with a p value of 0.001 and a T value of 3.423. The leadership style strategy implemented shows a real positive impact on employee performance. In conclusion, this research emphasizes the important role of CB in improving customer support with high-performing employees, urging companies to prioritize adaptability and innovation in leadership strategies for optimal results. This study provides valuable insight into these dynamics in the context of PT Kanitra Mitra Jayautama Head Office.

Keywords: Leadership Style, Job Satisfaction, Organizational Culture, Employee Performance

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DEDICATION

I dedicate this works for the future of the country and my company.
I love Indonesia.

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I express my gratitude to my college colleagues and members for their unwavering support, patience, and good humor. I value their gentle yet firm suggestions and feedback. The lecturers during the course provided invaluable assistance in guiding me through methodology and analogies. The focus of leadership on influencing an individual's spirit serves as the driving force behind my proposal.

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