

**ANALYZING THE INFLUENCE OF LEADERSHIP STYLE, WORK MOTIVATION
AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT PT X**

By

Linda Hardjono

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SWISS GERMAN UNIVERSITY

The Prominence Tower

Jalan Jalur Sutera Barat No. 15, Alam Sutera

Tangerang, Banten 15143 - Indonesia

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STATEMENT BY THE AUTHOR

Name : Linda Haryati Hardjono
Student ID : 100001514
Faculty : Business and Communications
Study Program : Hotel and Tourism Management
Date of Defense : 30th June 2026
Thesis Title : Analysing the Influence of Leadership Style, Work Motivation
and Organizational Culture on Employee Performance at PT X

I hereby declare that the work presented herein is original work done by me and has not been published or submitted elsewhere for the requirement of a degree program. Any literature, data, or work done by others and cited within this thesis has been given due acknowledgement and is listed in the reference section.

Linda Haryati Hardjono - 100001514

Student



Approved by:

Date : 10/7/2026

Dr. Nila Krisnawati Hidayat S.E., M.M.

Thesis Advisor



Acknowledged by :

Date :

Dr. Nila Krisnawati Hidayat S.E., M.M.

Dean of the Faculty Business and Communication

Linda Hardjono

ABSTRACT

ANALYZING THE INFLUENCE OF LEADERSHIP STYLE, WORK MOTIVATION AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT PT X

By

Linda Haryati Hardjono

Dr. Nila Krisnawati Hidayat S.E., M.M., Advisor

SWISS GERMAN UNIVERSITY

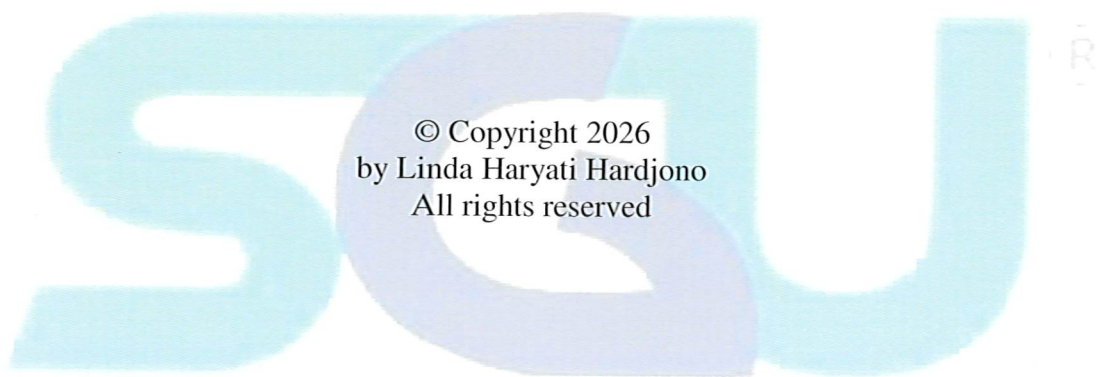
This study aims to analyze the influence of leadership style, work motivation, and organizational culture on employee performance at PT X. Employee performance is a critical factor in achieving organizational objectives and maintaining business competitiveness. Therefore, understanding the organizational factors that affect performance is essential for improving human resource management effectiveness.

This research employed a quantitative approach using a causal-associative design. Data were collected through questionnaires distributed to 185 employees of PT X. The collected data were analyzed using SPSS through descriptive statistics, validity and reliability tests, and classical assumption tests, multiple linear regression analysis, coefficient of determination (R^2), t-tests, and F-tests.

The findings indicate that leadership style and work motivation have a positive and significant effect on employee performance. Work motivation was identified as the most dominant factor influencing performance. In contrast, organizational culture was found to have a significant negative effect on employee performance. Simultaneously, leadership style, work motivation, and organizational culture significantly influence employee performance. The coefficient of determination (R^2) value of 0.813 indicates that 81.3% of the variation in employee performance can be explained by the three independent variables.

In conclusion, improving employee motivation and strengthening effective leadership practices are essential strategies for enhancing employee performance at PT X. Additionally, the company should evaluate and transform its organizational culture to create a more adaptive, collaborative, and performance-oriented work environment.

Keywords: *Leadership Style, Work Motivation, Organizational Culture, Employee Performance, Human Resource Management.*



DEDICATION

This thesis is lovingly dedicated to my Children, Ratu Aliffa Berliana (my oldest daughter), Tubagus Adhitya Putradama (my second son), and Ratu Auzrinar Ludwiqa (my youngest daughter), whose unwavering support, understanding, and patience have become the foundation of my academic and professional career journey until this moment in my life.

Working within leadership responsibilities in the tourism industry while pursuing academic achievement has been a demanding journey filled with challenges, sacrifices, and continuous learning. Throughout this process, my children remained my greatest source of strength, encouragement, and emotional resilience. Thank you for believing in me during moments of exhaustion, uncertainty, and pressure. Your support enabled me to persevere and complete this thesis with integrity, determination, and gratitude.

This thesis is also dedicated to every professional who continues striving for personal growth, ethical leadership, and organizational excellence despite the demands and complexities of the working environment, especially when you know that you are coming from Generation X (as Albert Einstein said: "Once you stop learning, you start dying.").

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