

**INFLUENCE OF ORGANIZATIONAL CULTURE AND LEADERSHIP STYLE
TOWARD WORK SATISFACTION AND EMPLOYEE PERFORMANCE IN
INSTITUTE OF LOCAL GOVERNMENT OF BUKITTINGGI**

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ABSTRACT

This study aims to analyze the influence of organizational culture and leadership style toward work satisfaction and employee performance. The locus of this study is employee of Institut of Local Government (IPDN) of Bukittinggi, Indonesia.

The method used in this study is quantitative approach. Respondents are selected through proportional random sampling technique. To analyze the data, this study uses technique of Structural Equation Modeling with AMOS program. The results present that data have met criteria of Goodness of Fit based on Chi-Square = 255,257; Probability = 0,094; Cmin / DF = 1,135; GFI = 0,827; AGFI = 0,815; TLI = 0,964; CFI = 0,937 and RMSEA = 0,032. All of them meet the criteria except GFI and AGFI that are marginal.

The findings of this study present that organizational culture and leadership style have positive influence toward work satisfaction. Leadership style has positive influence toward organizational culture. Organizational culture, leadership style and work satisfaction have positive influence toward employee performance. To improve the performance of employee so that it will be more effective, this study recommends to strengthen transformative style of leadership within a more open and process oriented organizational culture.

Keywords: Organizational culture, leadership style, work satisfaction, employee performance