

## ABSTRACT

This aims of this study is to determine the effect of organizational culture and leadership style on employee performance with job satisfaction and organizational commitment as mediator in CV Opal Transport.

The population in this study were all employees of CV Opal Transport totaling 143 people, the sampling method in this study using total sampling. Data is collected by the survey method using the instrument in the form of questionnaires. Data analysis techniques in this study using Structural Equation Modeling.

The results showed that organizational culture, leadership style, job satisfaction, and organizational commitment significant positive effect on employee performance. Job satisfaction and organizational commitment proved significant mediating effect of organizational culture and leadership style on employee performance. An organizational culture is the dominant variable or most in influencing employee performance so that necessary repairs and improvement by CV Opal Transport management.

**Keywords :** employee performance, organizational commitment, job satisfaction, leadership style, organizational culture

## ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh budaya organisasi dan gaya kepemimpinan terhadap kinerja karyawan dengan mediasi kepuasan kerja dan komitmen organisasi di CV Opal Transport.

Keseluruhan populasi di CV Opal transport sebanyak 143 orang, metode pengambilan sampel dalam penelitian ini menggunakan *total sampling*. Teknik pengumpulan data yang digunakan adalah metode survei dengan menggunakan kuesioner. Teknik analisis data yang digunakan adalah *Structural Equation Modeling*.

Hasil penelitian menunjukkan bahwa budaya organisasi, gaya kepemimpinan, kepuasan kerja, dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja dan komitmen organisasi terbukti signifikan memediasi pengaruh budaya organisasi dan gaya kepemimpinan terhadap kinerja karyawan. Budaya organisasi merupakan variabel yang dominan atau paling besar dalam mempengaruhi kinerja karyawan sehingga perlu dilakukan perbaikan dan peningkatan oleh manajemen CV Opal Transport.

**Kata kunci** : kinerja karyawan, komitmen organisasi, kepuasan kerja, gaya kepemimpinan, budaya organisasi