

THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE AND WORKING PERIOD ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AS AN INTERVENING VARIABLE.

- **Author(s):** Edi Sugiono ,Bambang Yudi Firmansah
- **Abstract:** Human resources are critical to an organization's or company's ability to compete successfully in the present era of globalization. As a result, efforts must be made to expand the number of human resources with qualified competence and knowledge. Through the use of work satisfaction as an intervening variable, this study analyzes the influence of corporate culture, leadership style, and tenure on employee performance. A Retail Company in Indonesia is the subject of this study. The method utilized is a survey method, in which a questionnaire is used as the primary data collecting tool to gather data from various samples drawn from the research population. The respondents in this study were all workers of A Retail Company in Indonesia, both at the head office and branch offices at the management level, totaling about 600 employees. A random sampling approach was used to choose a sample of 125 respondents. The study's findings indicate that organizational culture has a direct and significant effect on job satisfaction; leadership style has a direct and significant effect on job satisfaction; tenure has a direct and significant effect on job satisfaction; organizational culture has a direct and significant effect on employee performance; and organizational culture has a direct and significant effect on job satisfaction.
- **Keywords:** Human resources, intervening variable, organizational culture