

**ABSTRACT**

***THE INFLUENCE OF LEADERSHIP STYLE, EMPLOYEE COMMITMENT,  
AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE  
(Census at BNI Bank 46 KCU Tasikmalaya)***

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*This study aims to find out and analyze: leadership style, employee commitment, organizational culture and the performance of KCU bank employees at BNI Bank 46 Tasikmalaya; The influence of leadership style, employee commitment, organizational culture on the performance of KCU bank employees at BNI 46 Tasikmalaya Bank both simultaneously and partially.*

*The research method used in this study is census method. The population in this study were all BNI Bank units 46 KCU Tasikmalaya totaling 8 units. The sampling technique in this study used total sampling technique, the number of samples in this study was 160 people. Data analysis techniques used path analysis.*

*The results showed that there were influences of leadership style, employee commitment, and organizational culture both partially and simultaneously on the performance of KCU bank employees at BNI Bank 46 Tasikmalaya.*

*Keywords: leadership style, employee commitment, organizational culture, and employee performance*

## ABSTRAK

### **PENGARUH GAYA KEPEMIMPINAN, KOMITMEN PEGAWAI, DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI (Sensus di Bank BNI 46 KCU Tasikmalaya)**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis: Gaya kepemimpinan, komitmen pegawai, budaya organisasi serta kinerja pegawai KCU bank di Bank BNI 46 Tasikmalaya; Pengaruh gaya kepemimpinan, komitmen pegawai, budaya organisasi terhadap kinerja pegawai KCU bank di Bank BNI 46 Tasikmalaya baik secara simultan maupun parsial.

Metode Penelitian yang digunakan dalam penelitian ini adalah metode sensus. Populasi dalam penelitian ini adalah seluruh unit Bank BNI 46 KCU Tasikmalaya yang berjumlah 8 unit. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *total sampling*, jumlah sampel dalam penelitian ini adalah sebanyak 160 orang. Teknik analisis data menggunakan *path analysis*.

Hasil penelitian menunjukkan bahwa terdapat pengaruh gaya kepemimpinan, komitmen pegawai, dan budaya organisasi baik secara parsial maupun simultan terhadap kinerja pegawai KCU bank pada Bank BNI 46 Tasikmalaya.

Kata kunci : gaya kepemimpinan, komitmen pegawai, budaya organisasi, dan kinerja pegawai