

### THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP AND JOB SATISFACTION TOWARDS EMPLOYEE PERFORMANCE

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**Abstract:** This study aims to analyze organizational organization, leadership and satisfaction with employee performance at Gempolkrep Mojokerto Sugar Factory. This type of research was conducted with a quantitative method approach with a total sample of 220 respondents who took using a saturated sampling technique. While the data were collected by means of a questionnaire distributed to respondents. The analysis technique used was multiple regression with the help of a data processing tool SPSS for Windows. The results of this study indicate that work evidence, leadership and job satisfaction have a positive and significant effect on employee performance. The results of the analysis show that the direct path of job satisfaction has a strong influence on employee performance as indicated by the high (dominant) coefficient of influence of 0.686.

**Keywords:** Organizational Culture, Leadership, Work Satisfaction, Employee Performance

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