

THE INFLUENCE OF LEADERSHIP AND ORGANIZATIONAL CULTURE ON THE PERFORMANCE OF OPERATIONAL EMPLOYEES AT LIDO LAKE RESORT BY MNC HOTEL BOGOR

Ari Kurniawan¹

¹, Universitas Djuanda Bogor, Indonesia ;
1;

Abstract

Background - Every company must have goals to achieve. In Achieving these goals by the company cannot be separated from employee contributions. Employees are human resources (HR) who play a role important in the company. The importance of HR in an organization or company because of its role in determining the success of an organization or company in achieving its goals, because of its success or failure The company's achievement of goals is very dependent on the ability of human resources or employees in carrying out assigned tasks. Employee capabilities in carrying out their duties can be seen through their performance, so Employee performance is very important in the success of a company. As the main actor in realizing company goals, employees have thoughts, feelings and desires that can influence their attitudes on performance. A positive attitude should be fostered in order to have a positive impact for the company and negative attitudes should be avoided so as not to give negative impact for the company.

Purpose - Research purposes The aims of this research are as follows: 1. To find out employee responses regarding leadership, culture organization, and employee performance at Lido Lake Resort by MNC Hotel. 2. To determine the influence of leadership and organizational culture Simultaneous impact on employee performance at Lido Lake Resort by MNC Hotel. 3. To determine the influence of leadership and organizational culture partial impact on employee performance at Lido Lake Resort by MNC Hotel.

methodology - Research Design Research methods are a scientific way to obtain data specific purposes and uses. Research methods used in research This is a descriptive and verification method. Descriptive research is a method research to determine the existence of independent variables, whether only one variable or more (stand-alone variables or independent variables) without creating comparison of the variable itself and looking for relationships with other variables, while verification research is research conducted to test The hypothesis is in the form of a conclusion, whether the hypothesis is accepted or rejected by Sugiyono (2020). Based on this understanding, it can be concluded that the method descriptive and verification are methods used to explain relationship between the variables studied by collecting data, processing, analyze and interpret the data.

Findings - Based on the results of research and hypothesis testing that has been carried out then the following conclusions can be drawn: 1. Lido Lake Resort employee responses to leadership and culture organization on employee performance a. Average employee assessment responses to leadership included in the good category. The highest is in the indicator motivating ability and the lowest there are indicators the ability of superiors/leaders to make decisions. b. Average employee assessment of organizational culture incl In the good category, the highest is the attention indicator towards details and the lowest is in the orientation indicator to details. c. The average employee assessment of performance is included in the category medium, the highest is in the quantity indicator and the lowest found in work quality indicators. 2. Leadership and Organizational Culture simultaneously have a positive effect and significant to employee performance 3. Partial test results are as follows: a. Leadership has a positive and significant effect on performance Lido Lake Resort employees b. Organizational culture has a positive and significant effect on performance Lido Lake Resort employees

Originality - Yes

Keywords: THE INFLUENCE OF LEADERSHIP AND ORGANIZATIONAL CULTURE ON THE PERFORMANCE OF OPERATIONAL EMPLOYEES AT LIDO LAKE RESORT BY MNC HOTEL BOGOR
