

ABSTRAK

Wahyu Indra Gunawan, 2015, Pengaruh Gaya Kepemimpinan dan Budaya Organisasi terhadap Kinerja Karyawan studi kasus di Bank ‘bjb’ Cabang Utama Bandung, tesis Program Pascasarjana Universitas Widyatama Program Studi Magister Manajemen. Dibawah Bimbingan Sunardi S. Brahmana, S.E.,M.T., Ph.D dan Sri Astuti Praminingsih, S.E., M.A.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis budaya organisasi, gaya kepemimpinan dan Kinerja Karyawan, pengaruh budaya organisasi dan Gaya kepemimpinan terhadap kinerja karyawan di bank “bjb” Cabang Uatama Bandung baik secara simultan maupun parsial.

Metode penelitian yang digunakan adalah deskriptif dan verifikatif. Untuk analisis dalam penelitian ini adalah para pegawai Bank “bjb” Cabang Uatama Bandung dengan populasi sebanyak 100 orang, serta tipe investigasinya adalah kausalitas, serta *cause-effect*.

Berdasarkan hasil penelitian dan pembahasan, maka diperoleh bahwa budaya organisasi di Bank “bjb” Cabang Utama Bandung dapat dikatakan baik cenderung berorientasi pada masyarakat; gaya kepemimpinan di bank “bjb” Cabang Utama Bandung dapat dikatakan baik; budaya organisasi, gaya kepemimpinan secara simultan memiliki pengaruh terhadap kinerja karyawan. Namun apabila dilihat secara parsial Gaya kepemimpinan lebih dominan mempengaruhi kinerja karyawan daripada budaya organisasi.

Kata Kunci : Budaya Organisasi, Gaya Kepemimpinan, Kinerja Karyawan

ABSTRACT

Wahyu Indra Gunawan, 2015, Effect of Leadership Style and Culture Organization of the Employee Performance case study in the Bank 'bjb' Main Branch Bandung, thesis Widyatama University Graduate Program Master of Management. Under Guidance Sunardi S. Brahmana, SE, MT, Ph.D and Sri Astuti Praminingsih, SE, MA

The purpose of this study was to determine and analyze the organizational culture, leadership style and employee performance, the influence of organizational culture and leadership style of the performance of employees in the bank "bjb" Branch Bandung either simultaneously or partially.

The Research uses descriptive and verification. For the analysis in this study are employees of the Bank "bjb" Uatama Branch Bandung with a population of 100 people, as well as the type of investigation is causality, as well as cause-effect.

Based on the results of research and discussion, it was found that organizational culture in the Bank "bjb" Main Branch Bandung can be said to be well tended-oriented society; style of leadership at the bank "bjb" Main Branch Bandung can be said to be good; organizational culture, leadership style simultaneously have an influence on employee performance. But when seen partially leadership style is more dominant than organizational culture of employee performance.

Keywords: Organizational Culture, Leadership Style, Employee Performance