

Factor Analysis - Factors Affecting Performance Organization (CASE STUDY Maybrat Regency)

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Abstract:- Successful implementation of development programs at the local level to be paramount when seen from the amount of funding from central government to local governments in the context of regional autonomy. This is determined by several factors that are closely related to the performance of local government organizations. This study aims to determine the effect of leadership, organizational culture, employee performance, and organizational commitment to organizational performance. Location on research conducted at the District Secretariat Maybrat district with a sample of 292 employees. The data analysis in this research is done by using multiple regression analysis. The results showed that the leadership style significantly influence the organizational performance of 0146, the organizational culture significantly influence the performance of the organization for 0087.

Keywords: Leadership, Organizational Culture, Work Motivation, Job Satisfaction And Employee Performance.

I. INTRODUCTION

Performance of local government organizations as a result (output) of an administration process undertaken by all components of regional organizations device (OPD) by utilizing the resources of the organization as well the input of money, human resources, as well as systems and regulations.

Data obtained from the regional employment agency (BKD) Maybrat district provide information that There are 1,076 civil servants who work in all regional organizations device (OPD) Maybrat district. The performance of civil servants in the district Maybrat are things that need attention because it relates directly to the smooth administration and public services and the impact on organizational performance. Therefore, please note the various factors that may affect the performance of employees, especially civil servants in the District Maybrat. In addition, the evaluation of the performance of district governments Maybrat can also be seen from the Minister of Home Affairs and related rating Regional Government Performance Status 2014-2017 period, as the table below:

No. Decision	about	Position	performance Status
Minister of Home Affairs No. 800-35 2016	Rating Performance Status Determination and Regional Government Nationally 2014	351 of 391 Indonesian Regency assessed	moderate
Minister of Home Affairs No. 120-10421 2016	Rating Performance Status Determination and Regional Government Nationally in 2015	356 of 384 Indonesian Regency assessed	moderate
Minister of Home Affairs No. 100-53 2018	Rankings and Performance Status Nationally Regional Government 2016	388 of 397 Indonesian Regency assessed	moderate
Interior Minister Decree No. 118 - 8840 2018	Ranking and Regional Government Performance Status Nationally Year 2017	385 of 396 Indonesian Regency assessed	moderate

Table 1:- Rankings and Performance Status Regional Government Maybrat Regency Period 2014 – 2017
source: <http://otda.kemendagri.go.id>

The results of the performance report (LKj) Maybrat district in 2017 showed there were some achievements of specified performance has not reached the expected

performance. Additionally commitments related organizations to improve the quality of governance must be improved so

that the entire set of key performance indicators Maybrat district can be reached.

Based on the description above background writer interested in conducting a study entitled: "Analysis of Factors Affecting Organizational Performance (Case Study Maybrat District)" by examining four (4) independent variables Leadership Style, Organizational Culture, Employee Performance and Organizational Commitment.

➤ *Benefits of Research*

Referring to the purpose of research above, this research is at least expected to enrich the concept or theory that supports the development of knowledge of human resource management, particularly with regard to the analysis of factors - factors that affect the performance of the organization and the results of this study are expected to provide input for the government the region to do the steps - steps to improve institutional performance in order to maximize the supply of public services in order to achieve national development goals in the region.

II. LITERATURE REVIEW

➤ *Understanding Leadership Styles*

According Hasibuan (2013: 170) leadership is a leader means influencing the behavior of subordinates, to cooperate and work productively to achieve organizational goals. According Sopiah (2008: 115) explained that the leadership style of a manager must take into account the force of circumstances, such as the style of the preferred organization or a particular work, the nature of the task or group, time pressure, and even environmental factors that can affect the attitude of members of the organization against authority. Most of a leader or manager, will select the preferred style kepemimpinan organizational hierarchy.

➤ *Organizational culture*

Organizational culture is very influential in shaping and giving meaning to the members of the organization to behave and act, which was passed down from one generation to the next as the character of the organization (Kinicki & Kreitner, in Koesmono, 2015: 57). According to Colquitt, et al (2009: 554) "organizational culture as the shared social knowledge within an organization regarding the rules, norms and values that shape the attitude and behaviors of its employees". "Culture is a shared social knowledge within the organization with regard to regulations, norms, values that shape the attitudes and behavior of workers".

➤ *Depth Organizational Culture*

Schein (in Lako, 2004: 35-36) states that organizational culture is at three levels, namely artifacts, espoused values and basic underlying Assumptions that can be described as follows:

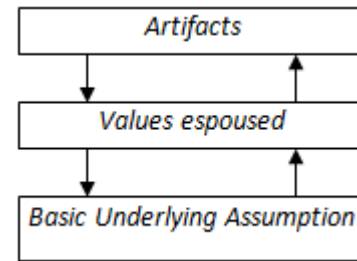


Fig 1:- Level of Schein Culture (Lako, 2004: 36)

➤ *Organizational commitment*

Commitment is the ability to take responsibility for things that are entrusted to an employee in an organization. In terms of career, the employee must actually melaksanakan task as expected, even exceeding the target. Commitment is very important because it can measure the performance of a person, whether he was working as a guide, or vice versa (Saputra, 2010: 47). While Choen (in Kusumaputri, 2015: 41) explains that a commitment is a binding force individuals to take action to lead one or multiple destinations. Mathis and Jackson (in Sopiah, 2008: 155) defines organizational commitment as follows:

"Organizational commitment is the degree to believe in the which employees accept organizational goals and desire to Werner with the organization".

According to the above definition, organizational commitment can be said as the degree to which employees believe and accept the organization's goals and will stay or not will leave the organization.

➤ *Employee performance*

Employees are the most important element in an organization, pengu-Runan quality employees is a meme at influencing the progress and setbacks of the organization, this is because employees are the driving force of the organization. Therefore, it is important to know how a person works and what influence to generate the optimum performance-kan (Satwika and Himam, 2014: 206).

"Employee job performance has always been an important concern for managers of Organizations" (Inuwa, 2016). Individual performance is the employee's performance in terms of both quality and quantity based on the standard of work that has been determined (Sukmarwati and Suryaningsih, 2013). According to Arifin and Komaruddin (2009) performance is a result that has been achieved than has been done, is done in executing the work or task.

➤ *Organizational performance*

Organizational performance by Simanjuntak (2011: 1) the level of achievement in order to realize the objectives of the organization. Organizational performance by Rummier and Brache (in Sudarmanto, 2009: 7) is the achievement of results (outcomes) at the level or organizational unit terkait

with organizational objectives, organizational design, and management of the organization. Performance by Sudarmanto (2009: 197) is given tangible results both quantitatively and qualitatively by individuals, groups, or organizations.

III. PREVIOUS RESEARCH

Primary, Risky Syandri (2016) in his research entitled influence of organizational culture and organizational commitment to organizational performance on central reporting and analysis of financial transactions (INTRAC). The test results in this study was found that organizational culture has a significant influence on the performance of the organization, while the organization's commitment no significant effect on the performance of the organization.

Nahid Naderi and Leyla Jadidi (2014) in an article entitled The study of the effects between leadership style, organization culture, employees performance leadership on performance (case: government hospitals in isfahan). The findings of this study revealed that the leadership style and organizational culture affects the performance leadership and employee performance significantly.

IV. FRAMEWORK FOR THINKING AND HYPOTHESES

Based on the study of the theory which has been described above, this framework is needed as the logic as well as a foundation for research. The preparation of the framework will also help the reader to understand the key issues examined in this study, as can be seen in the following figure:

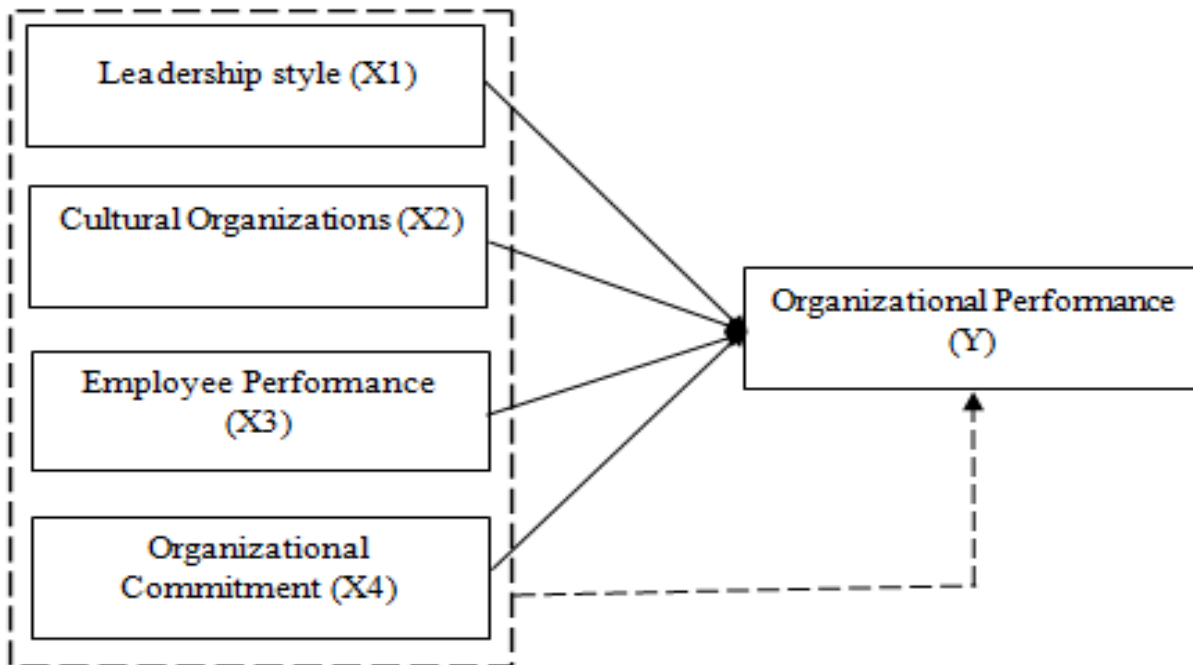


Fig 2:- Framework

➤ *Hypothesis*

The hypothesis is stated as a theoretical answer to the formulation of research problems and not based on empirical answer (Sugiyono, 2010: 93).

Then the hypothesis proposed in this study are:

1. There is the influence of leadership style on organizational performance.
2. There is the influence of organizational culture on organizational performance.
3. There is influence between employee performance to organizational performance.
4. There is influence between organizational commitment to organizational performance.

5. Together - together, there is the influence of leadership style, organizational culture, employee performance and organizational commitment to organizational performance.

V. RESEARCH METHODS

➤ *Research approach*

This research is a quantitative correlation approach. Sugiyono (2010: 13) argues that quantitative research is research that is based on the philosophy of positivism, is used to examine the population or a particular sample, sampling technique is generally done at random, data collection using research instruments, data analysis is quantitative statistics with the aim of test the hypothesis that has been set.

➤ *Population and Sample*

Population is the subject of research (Arikunto, 2010: 173). The population used in the study were all employees in the District Maybrat amount of 1076 (one thousand and seventy-six) while the sample is part of the number and characteristics possessed by the population (Sugiyono, 2010: 116). The sampling technique used purposive sample of formula Slovin (Sevilla et. Al., 2012: 182), as follows:

$$n = \frac{N}{1 + Ne^2}$$

Where:

- n = The sample size
- N = Population size
- e = error

By using the formula slovin and measurement techniques with an error margin of 5%., The calculation of the sample can be described as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{1076}{1 + 1076(5\%)^2}$$

$$n = 291.6$$

Based on the sample size calculation above, the number of samples used by researchers is 292 respondents.

VI. RESULTS AND DISCUSSION

➤ *Descriptive analysis*

Descriptive analysis is an analysis that is used to describe the data during the process of collecting data from respondents. In the descriptive analysis will provide some information, namely:

- a. Frequency of each choice survey respondents
- b. Mean, Median and Mode
- c. Standard deviation of the research data

➤ *Validity Variable Leadership Style*

No.	Leadership style (X1)		
	<i>r</i> arithmetic	<i>p</i>	ket
item1	0591	0001	invalid
item2	0816	0000	invalid
Item3	0729	0000	invalid
Item4	0729	0000	invalid
item5	0674	0000	invalid
item6	0789	0000	invalid

Table 2:-Validity of Test Results Variable Leadership Style
Sources: Primary data are processed, 2019

Based on the recapitulation of data presented in the table above, it appears that the value of r calculated for all the items of the questions used to measure the leadership style variable

worth more than 0.2913. Thus the question items used to measure the variables of leadership style is considered valid and can be used to obtain research data.

➤ *Validity Variable Organizational Culture*

No.	Cultural Organizations (X2)		
	<i>r arithmetic</i>	<i>p</i>	<i>ket</i>
item1	0521	0003	invalid
item2	0591	0001	invalid
Item3	0676	0000	invalid
Item4	0593	0001	invalid
item5	0795	0000	invalid
item6	0499	0005	invalid
item7	0407	0025	invalid
item8	0730	0000	invalid
item9	0753	0000	invalid
item10	0449	0013	invalid
item11	0709	0000	invalid
item12	0471	0009	invalid
item13	0599	0000	invalid
item14	0856	0000	invalid

Table 3:- Validity of Test Results Variable Organizational Culture
Sources: Primary data are processed, 2019

Based on the recapitulation of data presented in the table above, it appears that the value of *r* calculated for all the items of the questions used to measure the organizational culture

variables worth more than 0.2913. Thus the question items used to measure organizational culture variables considered valid and can be used to obtain research data.

➤ *Validity test*

No.	Employee performance (X3)		
	<i>r arithmetic</i>	<i>p</i>	<i>ket</i>
item1	0564	0001	invalid
item2	0671	0000	invalid
Item3	0676	0000	invalid
Item4	0713	0000	invalid
item5	0544	0002	invalid
item6	0728	0000	invalid
item7	0700	0000	invalid
item8	0506	0004	invalid
item9	0856	0000	invalid
item10	0645	0000	invalid
item11	0460	0011	invalid
item12	0677	0000	invalid

Table 4:- Performance Variable Validity of Test Results
Sources: Primary data are processed, 2019

Based on the recapitulation of data presented in the table above, it appears that the value of r calculated for all the items of the questions used to measure employee performance

variables worth more than 0.2913. Thus the question items used to measure employee performance variables considered valid and can be used to obtain research data.

No.	Organizational Commitment (X4)		
	r arithmetic	p	ket
item1	0601	0000	invalid
item2	0818	0000	invalid
Item3	0579	0001	invalid
Item4	0857	0000	invalid
item5	0786	0000	invalid
item6	0720	0000	invalid

Table 5:- Organizational Commitment Validity of Test Results
Sources: Primary data are processed, 2019

Based on the recapitulation of data presented in the table above, it appears that the value of r calculated for all the items of the questions used to measure variables employee organizational commitment worth more than 0.2913. Thus the

question items used to measure organizational commitment variables considered valid and can be used to obtain research data.

No.	The organization's performance (Y)		
	r arithmetic	p	ket
item1	0576	0001	invalid
item2	0454	0012	invalid
Item3	0748	0000	invalid
Item4	0435	0016	invalid
item5	0858	0000	invalid
item6	0676	0000	invalid
item7	0408	0025	invalid
item8	0.636	0000	invalid
item9	0709	0000	invalid
item10	0624	0000	invalid
item11	0540	0000	invalid
item12	0455	0001	invalid

Table 6:- Validity of Test Results Organizational Performance
Sources: Primary data are processed, 2019

Based on the recapitulation of data presented in the table above, it appears that the value of r calculated for all the items of the questions used to measure organizational performance variable employee is worth more than 0.2913. Thus the question items used to measure organizational performance variables considered valid and can be used to obtain research data.

➤ *Test Reliability*

Reliability is a measuring instrument stability of the final results, so that when the same measurement tool used to test the same instrument will generate reliable data (reliable). Researchers using SPSS for Windows version 20.0 and produced the following data:

variables	Cronbach Alpha	Critical value	Information
leadership style	.818	0.70	reliable
Organizational culture	.873	0.70	reliable
performance of employees	0,879	0.70	reliable
organizational commitment	0.821	0.70	reliable
organizational performance	.838	0.70	reliable

Table 7:- Reliability Test Results
Sources: Primary data are processed, 2019

Based on the above table indicates that the item the question of leadership style variable, organizational culture, employee performance, organizational commitment and organizational performance status reliably. This can be seen from a positive alpha coefficient value is greater than 0.70. Thus the research instrument can be used to examine the same data at the same relative conditions, the probability of the results that can be trusted.

➤ *Multicolinearity*

Multicolinerity test aims to test whether the regression model found a correlation between independent variables. Multikolinieritas test results in this study can be seen in the following table:

Model	Coefficients unstandardized		standardized Coefficients	t	Sig.	collinearity Statistics	
	B	Std. Error	beta			tolerance	VIF
1 (Constant)	1,698	3,420		.496	.620		
leadership style	.536	.103	.275	5,214	.000	.683	1,463
organizational culture	.205	.065	.172	3,132	.002	.630	1,588
performance of employees	.319	.081	.247	3955	.000	.490	2,042
organizational commitment	.288	.113	.160	2,547	.011	.485	2,061

Table 8:- Test Results Multicolinearity
Sources: Primary data are processed, 2019

According to the table above, all independent variables have VIF value of less than 10, and the value of tolerance above 0.1. It can be concluded that there is no problem of multicollinearity.

➤ *Heterokedastisitas*

Regreasi good models is not happening heteroskedasitas. To detect the heteroskedasitas can be done using a scatter plot. If no regular pattern, then the regression model free of problems heteroskedasitas. Heterokedastisitas test results can be seen in the following graph:

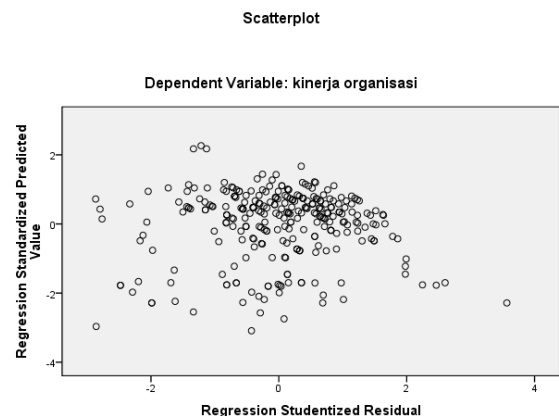


Fig 3:- test heterokedastisitas

Scater plot on a graph, it appears that the dots spread randomly either above or below the zero axis, so that otherwise does not happen heteroskedasitas.

➤ *Normality*

Test for normality in this study conducted by analysis of graphs using Normal PP Plot of Regression Standardized Residual. If there are symptoms that the layout of dots (data) that is on or spread around the diagonal straight line, it can be said normal distribution of data. Normality test results in this study can be seen in the following graph:

Normal P-P Plot of Regression Standardized Residual

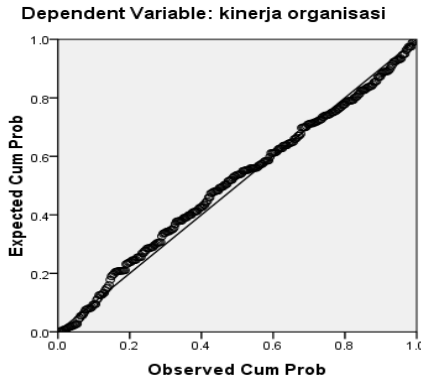


Fig 4:- Normality test

Based on the picture above, it can be seen that plot the data spread around a straight line following the diagonal line so it can be interpreted that the data were normally distributed residuals.

Testing residual normality of the data can be done also with statistical kolmogrov-Smirnov test for normality test data. The test is performed on the assumption that if the significance value > 0.05 then it can be said the data were normally distributed residuals. The results of processing using SPSS program is obtained as follows:

		Residual unstandardized
N		292
normal Parametersa	mean	.0000000
	Std. deviation	4.90127423
Most Extreme Differences	Absolute	.049
	positive	.034
	negative	-.049
Kolmogorov-Smirnov Z		.831
Asymp. Sig. (2-tailed)		.494
a. Test distribution is Normal.		

Table 9:- Kolmogorov-Smirnov test statistic
Sources: Primary data are processed, 2019

Normality test results known value of a significance value of 0.494 > 0.05, it can be concluded the data were normally distributed residuals.

➤ *Regression Analysis*

Pengelolaan results of the data in this study is using SPSS for Windows version 20.0, which is a summary of the results can be described in the following table:

❖ *Hypothesis testing*

Model	Coefficients unstandardized		standardized Coefficients	t	Sig.
	B	Std. Error	beta		
1 (Constant)	1,698	3,420		.496	.620
leadership style	.536	.103	.275	5,214	.000
organizational culture	.205	.065	.172	3,132	.002
performance of employees	.319	.081	.247	3955	.000
organizational commitment	.288	.113	.160	2,547	.011
a. Dependent Variable: organizational performance					

Table 10:- Results of Multiple Regression Analysis
Sources: Primary data are processed, 2019

According to the table above, the regression equation as follows:

$$Y = X1 + 0.205 X2 + 0.319 X3 + 0.288 X4$$

Information:

$$Y = \text{Organizational performance}$$

By looking at the linear regression equation above, it was explained that:

- 1). Coefficient of leadership styles of 0536. This implies that every increase of one unit of the leadership style variable organizational performance will increase by 0536.
- 2). Coefficient of organizational culture for 0205. This implies that every increase of one unit of the organizational culture organizational performance variables will rise by 0205.
- 3). Coefficient of performance of employees amounted to 0.319. This implies that any increase in the performance of employees of the unit of the variable performance of the organization will increase by 0319.

- X1 = Leadership Style**
- X2 = Cultural Organization**
- X3 = Performance Officer**
- X4 = Organizational Commitment**

- 4). Coefficient of organizational commitment for 0288. This implies that any increase in the performance of employees of the unit of the variable performance of the organization will increase by 0288.

➤ **Test F**

F test conducted to determine whether the effect of independent variables with the dependent variable is linear by looking at the probability values of the ANOVA table below:

Model	Sum of Squares	df	mean Square	f	Sig.
1 Regression	5778.891	4	1444.723	59.314	.000a
residual	6990.544	287	24.357		
Total	12769.435	291			

Table 11:-Test Results f (Simultaneous)
Sources: Primary data are processed, 2019

In the ANOVA table known value (f = 59.314 and p = 0.000 or p < 0.05).

➤ T Test

Model	Coefficients unstandardized		standardized Coefficients	t	Sig.
	B	Std. Error	beta		
1 (Constant)	1,698	3,420		.496	.620
leadership style	.536	.103	.275	5,214	.000
organizational culture	.205	.065	.172	3,132	.002
performance of employees	.319	.081	.247	3955	.000
organizational commitment	.288	.113	.160	2,547	.011

Table 12:-T Test Results (Partial)
Sources: Primary data are processed, 2019

Based on the data presented in the table above, can be made as follows:

- 1). In the leadership style variable regression coefficient 0.536 with the value $t = 5,214$, $p = 0,000$ or $p < 0.05$. Thus, the hypothesis H1 can be accepted.
- 2). At the organizational culture variable regression coefficient with a value of $t = 0.205$ $p = 0.002$
- 3). In the variable employee performance regression coefficient 0.368 with a value of $t = 3.955$, $p = 0.002$ or $p < 0.05$. Thus, the hypothesis H3 is acceptable.
- 4). At the organizational commitment variable regression coefficient 0.288 with the value $t = 2,547$, $p = 0,011$ or $p < 0.05$. Thus, the hypothesis H4 is acceptable.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.673a	.453	.445	4.93531

Table 13:- Coefficient Determination Test Results
Sources: Primary data are processed, 2019

R2 value presented in the above table shows the value of 0453 or 45.3%. This means that as much as 45.3% organizational performance is explained by the independent

variables of this study. While the rest of 54.7% is explained by other variables outside independent variables in the study.

		leadership style	organizational culture	performance of employees	organizational commitment	organizational performance
leadership style	Pearson Correlation	1	.524 **	.398 **	.414 **	.530 **
	Sig. (2-tailed)		.000	.000	.000	.000
	N	292	292	292	292	292
organizational culture	Pearson Correlation	.524 **	1	.468 **	.467 **	.507 **
	Sig. (2-tailed)	.000		.000	.000	.000
	N	292	292	292	292	292
performance of employees	Pearson Correlation	.398 **	.468 **	1	.693 **	.548 **
	Sig. (2-tailed)	.000	.000		.000	.000
	N	292	292	292	292	292
organizational commitment	Pearson Correlation	.414 **	.467 **	.693 **	1	.525 **
	Sig. (2-tailed)	.000	.000	.000		.000
	N	292	292	292	292	292
organizational performance	Pearson Correlation	.530 **	.507 **	.548 **	.525 **	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	292	292	292	292	292

Table 14:- Correlation Analysis Results
Sources: primary data were processed, 2019

Based on the existing table above can be explained and described as follows:

1. The value of the correlation between leadership style and organizational performance of 0,550 (p = 0.000). That is, the relationship of leadership styles and organizational performance are positive and strong. The more appropriate leadership style, the performance of the organization, the better.
2. The value of the correlation between organizational culture and organizational performance amounted to 0.513 (p = 0.000). That is, the relationship of organizational culture and organizational performance are positive and strong. The better the culture of the organization, then the organization's performance will be better.
3. The value of the correlation between employee performance and organizational performance amounted to

- 0.831 (p = 0.000). That is, the relationship of employee performance and organizational performance are positive and strong. The better the performance of employees, then the performance of the organization, the better.
4. Value correlation between organizational commitment and organizational performance amounted to 0.747 (p = 0.000). That is, the relationship organizational commitment and organizational performance are positive and strong. The existence of organizational commitment that is convenient for the consumer, then the performance of the organization, the better.

➤ *Contributions Influence Variables*

The influence of each independent variable can be known from a multiplication of the beta coefficient with zero-order correlation (correlation product moment).

variables	beta coefficient	Product moment correlation	great influence
leadership style	0275	0530	0146
Organizational culture	0172	0507	0087
performance of employees	0247	0548	0135
organizational commitment	0160	0525	0085
		Total	0453

Table 15:- Contributions Influence Variables

Sources: Primary data are processed, 2019

In Table Model Summary known value of R square = 0.453, meaning that the effect of leadership style, organizational culture, employee performance, organizational commitment simultaneously on organizational performance of 45.3%. The value consists of contributions of leadership style by 14.6%; organizational cultural contribution of 8.7%; contribution of the employee's performance of 13.5%; and the contribution of organizational commitment of 8.5%.

VII. DISCUSSION

➤ *The relationship between leadership style to organizational performance.*

Coefficient of leadership styles of 0536. This implies that every increase of one unit of the leadership style variable organizational performance will increase by 0536 under the assumption that the other independent variables from the regression is fixed. In the leadership style variable regression coefficient 0.536 with the value t = 5,214, p = 0,000 or p <0.05. That is, the leadership style is partially positive and significant impact on organizational performance. Thus, the hypothesis H1 can be accepted.

➤ *The relationship between organizational culture on organizational performance.*

Coefficient of organizational culture based on the table amounted to 0.205 t-test. This implies that every increase of one unit of the organizational culture variables organizational performance will increase by 0205 under the assumption that the other independent variables from the regression is fixed. At the organizational culture variable regression coefficient with a value of t = 0.205 p = 0.002 3.231dengan or p <0.05. That is, partial organizational culture positive and significant impact on organizational performance. Thus, the hypothesis H2 acceptable. The value of the correlation between organizational culture and organizational performance amounted to 0.513 (p = 0.000).

➤ *The relationship between employee performance to organizational performance.*

Coefficient of performance of employees amounted to 0.319. This implies that any increase in the performance of employees of the unit of the variable performance of the organization will increase by 0319 under the assumption that the other independent variables from the regression is fixed. On employee performance variable regression coefficient 0.368 with a value of t = 3.955, p = 0.002 or p <0.05. That is,

the partial performance of employees and a significant positive impact on organizational performance. Thus, the hypothesis H3 is acceptable. The value of the correlation between employee performance and organizational performance amounted to 0.831 ($p = 0.000$). Finding This is in line with research Nahid Naderi and Leyla Jadidi (2014), which revealed that the leadership style and organizational culture affects the performance leadership and employee performance significantly.

➤ *The relationship between organizational commitment to organizational performance.*

Coefficient of organizational commitment for 0.288. This implies that any increase in the performance of employees of the unit of the variable performance of the organization will increase by 0.288 under the assumption that the other independent variables from the regression is fixed. At the organizational commitment variable regression coefficient 0.288 with the value $t = 2,547$, $p = 0,011$ or $p < 0.05$. That is, partial organizational commitment and significant positive effect on organizational performance. Thus, the hypothesis H4 is acceptable. Value correlation between organizational commitment and organizational performance amounted to 0.747 ($p = 0.000$). That is, the relationship organizational commitment and organizational performance are positive and strong.

➤ *The relationship between the variables of leadership style, organizational culture, employee performance and organizational commitment to organizational performance.*

In the ANOVA table known value ($f = 59\ 314$ and $p = 0.000$ or $p < 0.05$). That is, the simultaneous variables of leadership style, organizational culture, employee performance, organizational commitment significantly influence the performance of the organization.

VIII. CONCLUSIONS AND SUGGESTIONS

➤ *Conclusion*

1. Relationship style of leadership and organizational performance are positive and strong. The better style of leadership, the organization's performance would be better anyway.
2. The relationship of organizational culture and organizational performance are positive and strong. The better the culture of the organization, then the performance will be better the organization.
3. The relationship of employee performance and organizational performance are positive and strong. The better the performance of employees, then the performance will be better the organization.
4. Relationships organizational commitment and organizational performance are positive and strong. Their strong organizational commitment of the employee /

employee, then the performance of the organization, the better.

5. Simultaneously, the entire independent variables significantly influence the organizational performance of 45.3%. The value consists of contributions of leadership style by 14.6%; organizational cultural contribution of 8.7%; contribution of the employee's performance of 13.5%; contributed organizational commitment of 8.5%.

➤ *Suggestion*

The leadership style in the district Maybrat already good and considerable influence on the achievement of the organization's performance, so this needs to be maintained so as to create a comfortable work situation for employees as the main component of the achievement of organizational performance and should continually strive to instill and enhance the value - the value culture and organizational commitment because based on the findings of this study, these two variables have a fairly low value although already contribute to the achievement of organizational performance.

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