SUMMARY

BAGUS PUTU FABIO. The Influence of Leadership Style, Work Motivation Toward Organizational Commitment Has Implication For The Performance Of Employees At PT Federal International Finance Branch Cibinong. Supervised by MUSA HUBEIS and HERIEN PUSPITAWATI

PT Federal International Branch Cibinong has never been a winner in the Competition Program Branch. The organizational structure in motorcycle financing company is more complex compared to other similar types of businesses such as bank or cooperative. Enterprise organizations such as the financing structure has a lot of leaders, in addition to the branch manager as supreme leader. PT Federal International Finance as a subsidiary of PT Astra International as the use of information technology (IT), standard operational procedure (SOP), achievements and performance measurement, audit mechanisms and other operational devices already have a standard system and well integrated. In this case, the human factor becomes greater influence to achieve good performance.

This study analyzed the style of leadership, motivation toward organizational commitment has implications for the performance of the employee. The purpose of the study was (1) to analyze the influence of leadership style and motivation to work on organizational commitment (2) analyze the influence of leadership style, employee motivation and organizational commitment to employee performance (3) analyze the influence of leadership style on job motivation (4) analyze the effect of work motivation on leadership style. Respondents were employees of PT Federal International Branch Cibinong. Data were collected by questionnaire and further processed by methods of structural equation modeling of lisrel Program.

Results of the study, showed leadership style has most impact related indicators of explanation about the reward. Motivation to work has the most impact is the indicator proud of completing the job. Organizational commitment has the most impact is the indicator of the organization boasts to others. Performance has the most impact is the indicator of the ability to work cooperatively with others. Leadership styles have a greater influence on organizational commitment than on performance. Work motivation also has a greater influence on organizational commitment than on performance. Organizational commitment has the most impact on performance compared with the style of leadership and motivation. Leadership styles have a greater influence on work motivation than the motivation to work on leadership style.

Keywords: employee performance, leadership style, organizational commitment, work motivation