**ABSTRAK**

Penelitian dilakukan karena adanya fenomena perubahan paradigma penyelenggaraan sistem Pemerintahan dari sentralisasi kepada desentralisasi. Lokasi penelitian di 26 Kabupaten dan Kota Provinsi Jawa Barat, di 101 Dinas yaitu; Dinas Pendidikan, Dinas Kesehatan, Dinas Pertanian, Dinas Usaha Mikro, Kecil dan Menengah (UMKM), Dinas Tenaga Kerja dan Transmigrasi. Populasi penelitian 7.585 Orang pegawai yang menduduki jabatan struktural, sedangkan penarikan sampel menggunakan teknik perhitungan berstrata, sehingga diperoleh Jumlah sampel 366 Orang pegawai yang menduduki jabatan struktural eselon II, III, dan IV. Metoda analisis menggunakan *Structural Equation Modeling (SEM).*

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis; (1) bagaimana kondisi kepemimpinan situasional, budaya organisasi *,team work* dan kinerja organisasi.(2) seberapa besar Kepemimpinan Situasional berpengaruh terhadap *Team Work.*(3) seberapa besar Budaya Organisasi berpengaruh terhadap *Team Work.*(4) seberapa besar Kepemimpinan Situasional dan Budaya Organisasi berpengaruh terhadap *Team Work* (5) seberapa besar implikasi *Team Work* terhadap Kinerja Organisasi di Dinas Kabupaten dan Kota Provinsi Jawa Barat.

Hasil penelitian menunjukan: (1) Implementasi Kepemimpinan Situasional, Budaya Organisasi, *Team Work* dan Kinerja Organisasi di dinas-dinas yang diteliti berada pada tingkat klasifikasi baik. (2) Kovarian variabel Kepemimpinan Situasional rata-rata mampu memprediksi Kepemimpinan Situasional sebesar 62.10%, pengaruh Kepemimpinan Situasional secara struktural parsial terhadap *Team Work* sebesar 41.95%.(3) Kovarian variabel Budaya Organisasi rata-rata mampu memprediksi Budaya Organisasi sebesar 76.50%., Budaya Organisasi secara struktural parsial berpengaruh terhadap *Team Work*  sebesar 30.87%. (4) Kepemimpinan Situasional dan Budaya Organisasi secara struktural simultan berpengaruh terhadap *Team Work* sebesar 72.82%. sisanya sebesar 27,18% merupakan kekeliruan dari indikator-indikator variabel diluar penelitian (5) Kovarian variabel *Team Work,* rata-rata mampu memprediksi *Team Work* sebesar 81.85%. secara struktural parsial *Team Work* berpengaruh terhadap Kinerja Organisasi sebesar 74.38%, sisanya sebesar 25,62% merupakan kekeliruan dari indikator-indikator variabel diluar penelitian (6) Kovarian variabel Kinerja Organisasi, rata-rata mampu memprediksi Kinerja Organisasi sebesar 76.95%.

**Kata Kunci** : Kepemimpinan Situasional, Budaya Organisasi, Team

Work, Kinerja Organisasi

*ABSTRACT*

*The study was carried out because of the phenomenon of paradigm change from centralized government systems implementation to decentralization. Location of the study in 26 Districts and Cities of West Java province, in 101 office, namely: Department of Education, Public Health Service, Department of Agriculture, Department of Micro, Small and Medium Enterprises (MSMEs), Office of Manpower and Transmigration. The 7585 study population employees who occupy structural positions, while sampling using stratified calculation techniques, in order to obtain samples of 366 people Number of employees who occupy the structural position of echelon II, III, and IV. Method of analysis using Structural Equation Modeling (SEM).*

*The purpose of this study is to investigate and analyze: (1) how the condition of situational leadership, organizational culture, team work and organizational performance. (2) how the influence of situational leadership scale effect on Team Work. (3) how the influence of organizational culture effect on Team Work.(4) how much the Situational Leadership and Orga nizational Culture influence on Team Work (5) how much the implications of Team Work on Organizational Performance in Office of County and City of West Java Province.*

*The result showed: (1) Implementation Situasional, Leadership, Organization Culture, Team Work and Organizational Performance accurate on Departments in good classification storey;level.(2) Covariance variables average Situational Leadership could predictability Situational Leadership of 62.10%, the effect of partial structurally Situational Leadership to Team Work of 41.95%. (3) Covariance variable average Organizational Culture could predictability Organizational Culture of 76.50%., Organizational Culture structurally partial effect on Team Work of 30.87%. (4) Situational leadership structurally and Cultural Organization Team Work simultaneous influence of 72.82%. the remaining balance of 27.18% is the mistake of excluding variable indicators research (5) Team Work Covariance variables, the average could predictability the Team Work of 81.85%. Team Work partially structurally influence the performance of the Organization of 74.38%, the remaining balance of 25.62% is the mistake of the variable indicators outside the study (6) Covariance Organizational Performance variables, the average could affect Organizational performance of 76,95%.*

*Keywords: Situational Leadership, Organizational Culture, Team Work,   
                   Organizational Performance*