

ABSTRACT

This study aims to determine the influence of organizational culture and leadership role to employee commitment in Mujigae Resto Bandung. The formulation of the problem in this research is how organizational culture in Mujigae Resto Bandung and how committed employee in Mujigae Resto Bandung and how much influence the organization culture and leadership role towards employee commitment in Mujigae Resto Bandung either partially or simulataneously.

In this study the authors use descriptive research and verifikatif. The population is equal to the number of sample that is 60 people. Statistical analysis of data used are correlation analysis, path analysis and coefficient of determination. Based on statistical calculations using SPSS program that:

- 1. Organizational Culture Relationships with leaderships roles have value correlations 0,815, with strong criteria ,positive, andinidirectional. This means that if the leadership role in the restaurant better, than oraganizational culture will also be better.*
- 2. The partial effect of organizational culture on commitment amounted to 51,4% the magnitude of the contributions of direct influence of 18,57% and indirect 12,85%. While the partial influence of leadership role to commitment by 53% the magnitude of the contributions of direct influence 13,39% and indirect 12,85%.*
- 3. The simultaneous influence of organizational culture and the role of leaderships of commitment of 0,577 or 57,7%, while the remaining q42,3 is the contributions of other variabels (ϵ) that are not researched.*

The conclusion of this research is the influence of organizational culture and leadership role to employee commitment in Mujigae Resto Bandung has a positive and significant relationship.

Keyword: Organizational culture, Leadership Role , Commitment Employees