

## **Abstract**

*This study was conducted to evaluate the impact of leadership and organizational culture on employee performance at PT. Samsan Intertex, a textile company in Bandung. The primary issue identified is the low level of employee satisfaction with aspects of leadership and organizational culture, which could potentially affect their performance. The study aims to measure the effects of leadership and organizational culture on employee performance and provide recommendations for improvements within the company. The research methods include descriptive and verificative analyses with a sample of 87 respondents. The sampling technique applied is non-probability sampling with a saturated sample type. Data were analyzed using multiple linear regression, multiple correlation analysis, and coefficient of determination analysis. The results show a positive and significant impact of leadership and organizational culture on employee performance. Simultaneously, the influence of leadership and organizational culture on employee performance is 73.2%, while the remaining 26.8% is influenced by other variables not examined in this study. Partially, leadership contributes 44.8%, while organizational culture contributes 28.3%. These findings indicate that leadership has a greater impact on employee performance compared to organizational culture.*

**Keywords:** *Leadership, Organizational Culture, Employee Performance*