

## **ABSTRACT**

This study aims to determine the Leadership system, Organizational Culture, on employee performance at the Telkom Pensioners Association, Ujungberung Branch. To determine the effect of Leadership, Organizational Culture on Employee Performance. Partially or simultaneously at the Telkom Pensioners Association, Ujungberung Branch. This study uses descriptive and verification methods with a quantitative approach. The population and sample in this study amounted to 71 respondents. The analysis method used is multiple linear regression equations and hypothesis testing statistical test t test and statistical test f test. The results of the study indicate that the Influence of Leadership, Organizational Culture on Employee Performance is generally included in the good category. The results of hypothesis testing indicate that the Influence of Leadership and Organizational Culture has a positive and significant effect on Employee Performance both partially and simultaneously. The results of the study indicate that there is a positive and significant influence between leadership and organizational culture on employee performance. The magnitude of the influence of leadership and organizational culture on employee performance simultaneously is 72.7% and the remaining 27.3% is influenced by other variables not studied. Partially, the magnitude of the influence of leadership on employee performance is 32.8%, and the influence of organizational culture on employee performance is 41%. So it can be concluded that organizational culture has the greatest influence on employee performance.

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