

## **ABSTRAK**

**Judul : Pengaruh Gaya Kepemimpinan Otoriter dan Budaya Organisasi terhadap Kinerja Karyawan melalui Kepuasan Kerja sebagai Variabel Intervening**

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Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan Otoriter dan Budaya Organisasi terhadap Kinerja Karyawan melalui Kepuasan Kerja sebagai Variabel Intervening di PT. Victory Chinglul Indonesia. Penelitian ini menggunakan analisis jalur. Sampel yang digunakan berdasarkan purposive sampling sebanyak 152 responden. Responden di penelitian ini adalah seluruh karyawan PT. Victory Chinglul Indonesia Divisi Offline. Dari hasil penelitian menunjukkan bahwa Gaya Kepemimpinan Otoriter berpengaruh positif dan signifikan terhadap Kepuasan Kerja, Budaya Organisasi berpengaruh negatif dan signifikan terhadap Kepuasan Kerja, Gaya Kepemimpinan Otoriter berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Budaya Organisasi berpengaruh negatif dan signifikan terhadap Kinerja Karyawan, Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Gaya Kepemimpinan Otoriter berpengaruh positif dan signifikan terhadap Kinerja Karyawan melalui Kepuasan Kerja dan Budaya Organisasi berpengaruh negatif dan signifikan terhadap Kinerja Karyawan melalui Kepuasan Kerja.

**Kata kunci : Gaya Kepemimpinan Otoriter, Budaya Organisasi, Kepuasan Kerja dan Kinerja Karyawan.**

## ABSTRACT

**Title** : *The Effect of Authoritarian Leadership Style and Organizational Culture on Employee Performance through Job Satisfaction as an Intervening Variable*

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*This study aims to determine The Effect of Authoritarian Leadership Style and Organizational Culture on Employee Performance through Job Satisfaction as a Intervening Variable in PT. Victory Chingluh Indonesia. This research uses path analysis. Samples were used based on purposive sampling of 152 respondents. Respondents in this research are all employees of PT. Victory Chingluh Indonesia Division Offline. From the results showed that Authoritarian Leadership Style had a positive and significant effect on Job Satisfaction, Organizational Culture has a negative and significant impact on Job Satisfaction, Authoritarian Leadership Style is positively influential and significant impact on Employee Performance, Organizational Culture has a negative and significant impact on Employee Performance, Job Satisfaction has a positive and significant impact on Employee Performance, Authoritarian Leadership Style is positively influential and significant impact on Employee Performance through job satisfaction and Organizational Culture negatively and significantly affect Employee Performance through Job Satisfaction.*

**Keywords** : *Authoritarian Leadership Style, Organizational Culture, Job Satisfaction and Employee Performance.*