

**PENGARUH GAYA KEPEMIMPINAN DAN BUDAYA ORGANISASI TERHADAP ORGANISASI PEMBELAJARAN YANG BERDAMPAK PADA KINERJA
(Studi pada Usaha Mikro *Fashion* di Kabupaten Jember)**

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ABSTRACT

This research is based from a national problems in handling of poor quality of human resources. Utilization effectively and efficiently the number of human resources that vast useful to support motion her speed of the national development sustainable. Like the development of fashion industry are now starting to move and play an active role in the national economic growth and especially in the potential fashion industry that develops in Jember District. This study attempts to analyze the influence of the leadership style and organizational culture to the learning organization that impact on performance of (a study of micro business fashion in Jember District). Research methods that were used is the spread of the questionnaire to respondents with using a technique proportionate random sampling. The research use the model of causality or relation, influence and used to test hypotheses proposed analysis techniques of stuctural equation modeling (SEM), that is operated through Lisrel 8.80 program. Based on the results of the GOF full models show that full model SEM is significant ($p=0,27 \geq 0,05$), which means a whole and simultaneous that leadership style and organizational culture have significant influence on the learning organization that impact on performance.

Keywords : leadership style, organizational culture, learning organitation, performance, SEM, Lisrel.