

**Influence of Leadership Style and Organizational Culture through
Motivation on Employee Performance at Balai Perikanan
Budidaya Air Payau Situbondo**

Hasbiadi¹, Rizal², Merry Muspita Dyah Utami²

¹ Student of Applied Master Program State Polytechnic of Jember.

² Lecturer of Applied Master Program State Polytechnic of Jember.

ABSTRACT

One supporting factor of aquaculture activities in Indonesia is the exciting of Balai Perikanan Budidaya Air Payau (BPBAB) which located in Situbondo regency, Province of East Jawa. Performance appraisal is used to support the volume of aquaculture production. The function of this research are to analyze the influence of leadership style on employee motivation BPBAB Situbondo, to analyze the influence of organizational culture on employee motivation BPBAB Situbondo, to analyze the influence of motivation on employee performance BPBAB Situbondo, to analyze the influence of leadership style on employee performance BPBAB Situbondo, and to analyze the influence of organizational culture on employee performance BPBAB Situbondo. The analysis method is used to test the research hypothesis is Structural Equation Modeling by using AMOS program package version 18. SEM can also to allow researchers to test the validity and reliability of research instrument, confirm the accuracy of the model and to test the influence of a variable against another. SEM can evaluate simultaneously the structural model of the relationship between independent and dependent constructs, and measurement models. The result show that leadership style variable is directly and significantly influence to motivation variable with CR value = 3.273 and P value = 0.001, organizational culture variable is directly and significantly influence to motivation variable with CR value = 1.971 and P value = 0.049, motivation variable is directly and significantly influence to employee performance variable with CR value = 5.226 and P value = 0.000, leadership style variable is directly and not significant influence to employee performance variable with CR value = 1.236 and P value = 0.217, organizational culture variable is directly and significantly influence to employee performance variable with CR value = 2.106 and P value = 0.035

Keywords: BPBAB Situbondo, Motivation, Performance, and SEM.