

**THE EFFECT OF ORGANIZATIONAL CULTURE AND LEADERSHIP ON
THE PERFORMANCE OF CULINARY SMEs THROUGH LEARNING
ORGANIZATION AS INTERVENING VARIABLES IN JEMBER DISTRICT
(Case Study of Food Culinary Micro Business)**

Muhammad Abdul Gofur¹, Sri Sundari², dan Tanti Kustiari²

¹College Student in State Polytechnic of Jember

²Lecture of Postgraduate in State Polytechnic of Jember

Email: gofur200592@gmail.com

ABSTRACT

Culinary SMEs are a sub-sector of the creative economy that has great potential. The problems that exist in culinary SMEs are very many, especially HR problems that can affect performance, so that it is necessary to have human resources who have a leadership spirit who can later form organizational culture and apply learning organization to improve the performance of culinary SMEs. The purpose of this study was to determine the influence of organizational culture on learning organization, to determine the influence of leadership on learning organization, to determine the influence of organizational culture to performance, to determine the effect of leadership on performance, to determine the influence of learning organization to performance, to determine the influence of organizational culture to performance through learning organization and to determine the influence of leadership on performance through learning organization in culinary SMEs. This type of quantitative descriptive research. The research location is in Jember Regency. The number of research samples is 98 respondents. The data analysis method uses path analysis. The results of the analysis show that organizational culture has a direct and significant effect on learning organization, leadership has a direct and significant influence on learning organization, organizational culture does not have a direct and significant influence on performance, leadership has a direct and significant influence on performance, learning organization have a direct and significant influence on performance. significant effect on performance, organizational culture has an indirect and significant effect on performance through learning organization and organizational culture has an indirect and significant influence on performance through learning organization.

Keywords : *Organizational Culture, Leadership, Learning Organization and Performance.*