

ABSTRACT

The Influence of Charismatic Leadership Style and Work Culture on Employee Performance at the Ministry of Villages, Development of Disadvantaged Regions and Transmigration

Faiz alkornen 1) Cynthia Sari Dewi 2)

1,2 Management Study Program Student, Pembangunan Jaya University

This research aims to test the charismatic leadership style and work culture on employee performance at the ministry of villages, development of disadvantaged areas and transmigration. This research uses quantitative research methods with the research object being village ministry employees. The sampling technique uses saturated samples to collect sample data totaling 50 samples. This research states that the charismatic leadership style and work culture variables have an influence of 74.7% (R^2) while the remaining 25.3% is influenced by other factors or elements from outside the research. The T Test results show that the charismatic leadership style does not have a positive and significant effect on employee performance. Meanwhile, work culture has a positive and significant effect on employee performance. It is hoped that this research can contribute to building employee performance in the ministry of villages, development of disadvantaged areas and transmigration.

Keywords: *Charismatic Leadership Style, Work Culture, Employee Performance, Village Ministry*