

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Kepemimpinan Yang Melayani (*Servant Leadership*) Dan Budaya Organisasi Pengaruhnya Terhadap Kinerja Karyawan Dengan Keterlibatan Kerja Sebagai Variabel Intervening Pada PT. Kuala Mas Sawit Abadi (KMSA) Mampang. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 86 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Servant Leadership* berpengaruh signifikan terhadap Keterlibatan Kerja dan Kinerja Karyawan. Kemudian Budaya Organisasi berpengaruh tidak signifikan terhadap Keterlibatan Kerja dan Kinerja Karyawan. Serta Keterlibatan Kerja berpengaruh signifikan terhadap Kinerja Karyawan. Keterlibatan Kerja tidak mediasi pengaruh *Servant Leadership* terhadap Kinerja Karyawan. Keterlibatan Kerja tidak mediasi pengaruh Budaya Organisasi terhadap Kinerja Karyawan.

Kontribusi sumbangan variabel *independen* *Servant Leadership* dan Budaya Organisasi terhadap variabel *dependen* Keterlibatan Kerja adalah sebesar 61,7%. Sedangkan sisanya adalah sebesar 38,3% dipengaruhi oleh variabel lain di luar penelitian ini. Serta kontribusi sumbangan variabel *independen* *Servant Leadership*, Budaya Organisasi dan Keterlibatan Kerja terhadap variabel *dependen* Kinerja Karyawan adalah sebesar 81,7%. Sedangkan sisanya adalah sebesar 18,3% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata Kunci : *Servant Leadership*, Budaya Organisasi, Keterlibatan Kerja, Kinerja Karyawan**

### **ABSTRACT**

*This study aims to examine how much Servant Leadership and Organizational Culture have an effect on employee performance with work involvement as an intervening variable at PT. Kuala Mas Sawit Abadi (KMSA) Mampang. Methods of data collection through surveys and distributing questionnaires, with a sample of 86 respondents. The method of analysis used is multiple linear regression analysis and path analysis using SPSS 21.*

*The results obtained based on the partial test (t test) obtained Servant Leadership has a significant effect on Job Involvement and Employee Performance. Then Organizational Culture has no significant effect on Work Involvement and Employee Performance. And work involvement has a significant effect on employee performance. Job Involvement does not mediate the effect of Servant Leadership on Employee Performance. Job Involvement does not mediate the influence of Organizational Culture on Employee Performance.*

*The contribution of the independent variable Servant Leadership and Organizational Culture to the dependent variable Job Involvement was 61.7%. While the rest is 38.3% influenced by other variables outside this study. As well as the contribution of the independent variable Servant Leadership, Organizational Culture and Work Involvement to the dependent variable Employee Performance amounted to 81.7%. While the rest is 18.3% influenced by other variables outside this study.*

**Keywords:** *Servant Leadership, Organizational Culture, Work Involvement, Employee Performance*