

ABSTRACT

This study aims to determine the effect of leader member exchange and organizational culture on employee performance at PT Samudera Energi Tangguh Jakarta. Leader Member Exchange is an approach that emphasizes the quality of the relationship between superiors and subordinates, while organizational culture reflects shared values, norms, and beliefs that shape behavior within the organization. Employee performance is an important indicator in determining the effectiveness and productivity of the company.

This study uses a quantitative method using a descriptive analysis method. This study was conducted on 44 respondents. Data collection was carried out by distributing questionnaires and analyzed using multiple linear regression with the help of SPSS.

The results of the study indicate that leader member exchange and organizational culture partially and simultaneously have a positive and significant influence on employee performance. Simultaneously, leader member exchange, organizational culture, and employee performance have a significant influence on employee performance. This is indicated by the influence of the independent variables, namely leader member exchange and organizational culture on the dependent variable, namely employee performance, which is 44.8% while the remaining 55.2% is influenced by other factors not examined in this study.

Keywords: *Leader Member Exchange, Organizational Culture, Employee Performance.*