

ABSTRACT

The Influence of Humanistic Leadership Style and Organizational Culture on the Performance of Biddokkes Polda Lampung Personnel with Work Discipline as a Moderating Variable

By

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Personnel performance is a key factor in supporting the effectiveness of services at Biddokkes Polda Lampung. However, a preliminary survey indicated that the application of humanistic leadership, the strength of organizational culture, and the consistency of work discipline remain relatively low, potentially hindering performance. This study aims to analyze the influence of humanistic leadership style and organizational culture on personnel performance, with work discipline as a moderating variable. This research employed a quantitative approach with a survey method. The population consisted of 105 personnel of Biddokkes Polda Lampung, and 88 respondents were selected using purposive sampling. Data were collected through Likert-scale questionnaires and analyzed using multiple linear regression and moderation tests with SPSS software. The results reveal that (1) humanistic leadership has a positive and significant effect on performance; (2) organizational culture has a positive and significant effect on performance; (3) both humanistic leadership and organizational culture positively influence work discipline; (4) work discipline has a positive impact on performance; and (5) work discipline moderates the influence of organizational culture on performance but does not significantly moderate the relationship between humanistic leadership and performance. The study concludes that improving personnel performance at Biddokkes Polda Lampung requires strengthening humanistic leadership, fostering a strong organizational culture, and ensuring consistent work discipline. These findings are expected to provide strategic insights for human resource management development in the police institution.

Keywords: humanistic leadership, organizational culture, work discipline, performance