

## ABSTRACT

### **The Influence Of Leader's Behavior and Human Resources Management Practice on Culture Organization and BPR Organization Performance In East Java**

**Background.** The aims of the research are: 1) to analyze and prove the influence of leader's behavior factors to BPR organization culture in East Java; 2) to analyze and prove the influence of leader's behavior factors to BPR organization performance in East Java; 3) to analyze and prove the influence of practice of human resources management factors to BPR organization culture in East Java; 4) to analyze and prove the influence of practice of human resources management factors to BPR organization performance in East Java; and 5) to analyze and prove the influence of organization culture to BPR organization performance in East Java. **Methods.** The research is carried out in Public Credit Loan Banks (BPR) in East Java. In this research, the samples represent BPR in KBI Surabaya, Malang, Kediri, and Jember, represented by BPR in Sidoarjo, Malang, Kediri, and Jember municipals. The size of the sample is 108 BPR units with number of respondent are 259 respondents. Data analysis in the research is using Structural Equation Model (SEM), supported by *Software Amos 5.0* software program. **Results.** Based on the results of research and analysis: 1) Hypothesis 1 is denied, 2) Hypothesis 2 is accepted, 3) Hypothesis 3 is accepted, 4) Hypothesis 4 is accepted, 5) Hypothesis 5 is accepted. **Conclusion.** The great contribution in practice of human resources management variable is career planning and working assurance. In leader's behavior variable, the great contribution is participative behavior since employee's ability will develop significantly if he is given opportunity to express his idea during decision-making process. On the other hand, organization culture has negative influence to performance especially bureaucracy in organization culture which has significant contribution in reducing BPR performance. Thus, it is suggested that management should not create bureaucratic atmosphere within the organization

Key words :

Leadership Behavior, Human Resources Management Practice, Organization Culture and organization Performance