

ABSTRACT

Improved performance in a company or organization certainly not escape from human resources in it, because human resources is a very important part in the survival of a company. And to be able to see the human resources that have been owned by the company or organization can be seen from the performance of individual employees and what factors affect the performance. As in the Office of Kantor Yayasan Pendidikan Telkom Bandung its performance is known to be in a fairly good category, but the organizational culture of employees at the Office of Education Foundation Telkom Bandung based on the distribution of questionnaires get poor results. So based on the explanation gaps that resulted in the performance of the Office of Kantor Yayasan Pendidikan Telkom Bandung to be quite good and not optimal because it is not in the category of very good. So this becomes an interesting problem to be studied about the influence of organizational culture on employee performance.

This study aims to find out how the existing organizational culture in the Office of Kantor Yayasan Pendidikan Telkom Bandung and how much influence the organizational culture on the performance of employees.

Methods in this study using the method of quantitative causal, with data collection conducted through the distribution of questionnaires to all employees at the Office of Kantor Yayasan Pendidikan Telkom Bandung totaling 62 people. The sampling technique in this study used non probability sampling with saturated sampling method, which took the entire population to be sampled, and its measurement scale using Likert scale. Data analysis techniques used are descriptive analysis and simple linear regression, with hypothesis testing using t test and coefficient of determination.

Based on the results of data processing, it can be seen that organizational culture has a positive and significant effect partially on employee performance, and based on the result of determination coefficient obtained has known that the organizational culture variable has an effect of 62.4% on the performance of employees at the Office of Education Foundation Telkom Bandung, and the remaining 37.6% is influenced by other variables.

Based on the results of the research, to improve the performance at the Office of Kantor Yayasan Pendidikan Telkom Bandung, should the company pay more attention to its employees to be more able to bring up innovative new ideas, can be more flexible in providing input and also decision-making, and more supervise employees in fair competition for the company's progress.

Keywords: Organizational Culture, Employee Performance, Human Resources.