

ABSTRACT

The organizational culture of Telkom University has not been proved effective. Related to this, research must be done to determine the organizational culture, employee performance, and how the impact of organizational culture on civitas non akademik performance Telkom University Bandung.

Organizational culture is measured by indicators of involvement, consistency, adaptability and mission. Whereas, employee performance is measured by indicators of work performance, job quantity, leadership, discipline, and communication.

This research uses quantitative research methods and using data analysis to describe an event that occurred at the time being done in a systematic research. The sample on this study is a managerial and administrative employees of the Telkom University as much as 160 employees. Data processing uses the Statistical Package for the Social Sciences 20.

Based on this research results, Telkom University has a strong organizational culture and good employee performance. Organizational culture affects on employees' performance on the sub-variable Involvement, Consistency, Adaptation, Mission to organizational culture variables and the sub-variables Work Performance, Quantity of Work, Leadership, Discipline and Communication in the variables employees performance.

Telkom University is advised to maintain and improve the organizational culture implementation through periodical socialisation and so clear programs from the organizational culture.

Keywords: *organizational behavior, employee performance*