

ABSTRACT

The strategy for human resource development needs to be carried out in this era of globalization. HR development is done to form a quality person with skills, work ability and work loyalty in a company or organization.

This study aims to see how the influence of organizational culture on the performance of employees of PT.Semesta Multi Sekurindo.This study is also expected to be useful for companies to understand how organizational culture can affect the performance of their employees at PT.Semesta Multi Sekurindo, its performance is known to be in the category high but there is instability in its performance resulting in a gap that results in not optimal performance at PT. Semesta Multi Sekurindo, then on the application of organizational culture based on questionnaires get strong results.So that it can be seen that the existing phenomenon is not optimal performance.This is a quite interesting problem for researchers to examine the influence of organizational culture on employee performance at PT.Semesta Multi Sekurindo.

The theoretical framework in this study is based on Denison's organizational culture theory as an independent variable, and Edison et al's performance theory as the dependent variable.

This study uses a causal quantitative method with data analysis techniques using simple linear regression.Data collection is done through distributing questionnaires to all security guards at PT.Semesta Multi Sekurindo, amounting to 70 people with saturated samples as a sampling method.In this study, all populations were used as research samples.

The results of the study show that organizational culture has a significant influence on the performance of employees of PT.Semesta Multi Sekurindo with a percentage of 78,3% and the results of simple linear regression of 0,293.

Conclusion about this research is organizational culture have the power effect in performance of employeesin PT.Semesta Multi Sekurindo.

Keywords: *Organizational Culture, Employee Performance, Human Resource, Organizational Behavior.*