

ABSTRACT

Telkom University is a private university which is a university under the auspices of the Telkom Education Foundation of the Telkom Group in Indonesia. The condition found after conducting a preliminary study is that Telkom University's organizational culture is very high while the level of work discipline of academic support staff can be considered low. This happens because of various concessions and the minimum level of evaluation applied by the university so that employees are more free to disobey the values that exist in the applied organizational culture.

The purpose of this study was to find out the organizational culture applied by Telkom University and also the application of the work discipline of Telkom University academic support staff as well as how influential the organizational culture was towards the work discipline of academic support personnel in Telkom University Bandung.

The research method used is quantitative methods. Data collection techniques are used in researching samples and populations, the characteristics of the study using quantitative types or collection of questionnaire, descriptive and causal data explain the results of research and test hypotheses and relationship variables, causal by showing the cause and effect of the results of the related variables. Selected samples were 192 people from a total population of 366 people using the Slovin formula. The analysis technique in this study is descriptive analysis, simple linear regression analysis and classic assumption test.

Based on the results of the study, it can be concluded that the organizational culture applied by Telkom University is in a good category. The work discipline of Academic Support Personnel in Telkom University is in a very good category. The results of the study show that organizational culture has a positive and significant influence on the work discipline of Academic Support Personnel at Telkom University.

Based on the results of these tests t count on organizational culture is 14,447. In the free degree $(df) = N - 2 = 192 - 2 = 190$, then found T table of 1.973. Then it can be concluded that t count $>$ t table $(14,447 > 1,973)$. it can be concluded that the hypothesis H_0 is rejected and H_1 is accepted. Therefore, organizational culture influences work discipline.

Keywords: Human Resources, Organizational Culture, Employee Work Discipline, Academic Support Personnel.