

ABSTRACT

This study was conducted to determine the effect of corporate culture on employee performance at PT Telkom in Telecom Area Riau Mainland Pekanbaru. The purpose of this study was to find out how the company culture and employee performance at PT Telkom Witel Riau Mainland Pekanbaru, and how the corporate culture influences the company.

This study uses a quantitative descriptive research-causality. Sampling technique used was propability sampling type, with the total number of 100 respondents. The data was analyzed descriptive and the hypothesis were tested by using simple linear regression analysis.

Based on the results of simultaneous hypothesis testing. corporate culture satisfaction at PT Telkom Telecom Area Riau Mainland Pekanbaru. This is proofed by the $t_{count} > t_{table}$ ($4,656 > 2,006$) a significance level of $0,000 < 0,005$. Based on the results of hypothesis testing hypothetically partially (t test) that is H_0 is rejected and H_1 is accepted, then the Organizational Culture (X) influences and significantly affects the Employee Performance of PT Telkom Telecom Area Riau Mainland Pekanbaru. The results of coefficient of determination showed that Organizational Culture PT Telkom Telecom Area Riau Mainland Pekanbaru was able to explain 77.27% organizational culture and the remaining 22.73% was influenced by other factors not examined in this study.

The conclusion of this study the organizational culture at PT Telkom Telecom Area Riau Mainland Pekanbaru is categorized as “good”, but there are a number of items that need to be improved, such as employees working aggressively and employees improving solidity relationships between co-workers.

Keywords: *Corporate Culture, Employee Performance.*