

ABSTRACT

In this era of intense global competition, human resources are considered as one of the most important factors playing a major role in maintaining organizational sustainability, credibility, and creating public trust (Kalangi, 2015: 2). Because of this, quality human resources are needed, and this is evidenced by the performance of employees who have high loyalty to the progress of the company.

The purpose of this study was to determine how strong the organizational culture at PT. Central Java Regional Development Bank Sukoharjo Branch Office. To find out how high the performance of employees at PT. Central Java Regional Development Bank Sukoharjo Branch Office. To find out how much influence organizational culture has on the performance of employees of PT. Central Java Regional Development Bank Sukoharjo Branch Office.

This research method uses a quantitative approach. Data collection is carried out on employees at PT. Central Java Regional Development Bank Sukoharjo Branch Office with 82 respondents and using a Likert scale of 1-5 with 23 questions. The analysis technique used is descriptive, simple linear regression and coefficient of determination.

*The results showed that organizational culture has a positive influence on employee performance with the linear regression equation $Y' = 33.336 + 0.58 X$. It can be said that by increasing organizational culture, employee performance will also increase. Based on the results of the hypothesis test conducted, it can be seen that the value of *t* count is 10.860, which is greater than the *t* table of 1.677 with a significant value of $0.000 < 0.05$. So it can be concluded that H_0 is rejected and H_1 is accepted, which means that there is a significant influence between the Organizational Culture variable (*X*) on the employee performance variable (*Y*) at PT Bank Pembangunan Daerah Sukoharjo Branch.*

Keywords: Organizational Culture, Human Resource Management, Employee Performance.