

ABSTRACT

This research was conducted to determine the influence of organizational culture (X1), motivation (X2), and work environment (X3) on employee performance (Y) at PT PLN (Persero) Distribution West Java. The purpose of this research is to find out and analyze how organizational culture, motivation, work environment, employee performance, and the influence of organizational culture, motivation, and work environment on the performance of employees of PT PLN (Persero) Distribution West Java.

This research uses quantitative methods with descriptive analysis research type. Sampling uses a probability random sampling technique with a number of 57 respondents. The data analysis technique used is multiple linear regression analysis. Based on the results of this study, partially (t-test) organizational culture, motivation, and work environment had a positive and significant effect on the performance of the employees of PT PLN (Persero) Distribution West Java. Simultaneous test results (F test) organizational culture, motivation, and work environment have a positive and significant effect on the performance of employees of PT PLN (Persero) Distribution West Java.

The conclusion of this study, organizational culture, motivation, and work environment on the performance of employees of PT PLN (Persero) Distribution West Java has a good category. However, there are still several indicators of each variable that still need to be considered, such as creating innovative ideas, safety at work, music that can add inspiration, and make decisions in stressful conditions.

Keywords: *Organizational Culture, Motivation, Work Environment, and Employee Performance.*