

## **ABSTRACT**

*This study was conducted to determine the effect of organization culture and physical work environment on employee performance in Bandung Telecommunication Area of PT Telekomunikasi Indonesia, Tbk. The purpose of this study was to find out and measure how much effect the organization culture and physical work environment on the employee performance in Bandung Telecommunications Area of PT Telekomunikasi Indonesia, Tbk.*

*This study used quantitative method with a descriptive-causal study type. Sampling was done using the simple random sampling method, with 55 people employee of PT Telekomunikasi Indonesia. The questionnaires is distributed with Google Form and processed with (SPSS) Software ver. 24 for windows. The data analysis techniques used were the descriptive analysis and multiple linear regression analysis.*

*The results of this study show that the organizational culture variable partially has a significant effect on employee performance. The physical work environment variable partially has a significant effect on employee performance. Organizational culture and physical work environment have a simultaneous effect on employee performance in the Bandung Telecommunication Area of PT Telekomunikasi Indonesia, Tbk. The value of the coefficient of determination is 0.703% that the organizational culture and work environment variables affect employee performance.*

*Of the 7 dimensions of organizational culture variables that get the highest score is the balance dimension with a score of 87% which is in the very good category. Of the 5 dimensions of the work environment that got the highest score was the room temperature dimension with a score of 83% which was in the good category. Of the 6 dimensions of employee performance variables that get the highest score is the dimension of the relationship between employees with a score of 86% which is in the very good category.*

**Keywords:** *Organizational Culture, Physical Work Environment, Employee Performance*