

## **ABSTRACT**

*This research is motivated by the problem of how the company can improve the performance of its employees so that it can support the achievement of company goals. This is based on the performance data of Dana Pensiun Telkom employees experiencing fluctuations that tend to decrease so that it affects company performance. Factors that influence significantly are career development and corporate culture. This study aims to determine and analyze the influence of career development and organizational culture on the performance of Dana Pensiun Telkom employees.*

*The research method used in this research is a quantitative method with descriptive- explanatory research. Sampling using saturated sampling technique with the number of respondents as many as 69 permanent employees of the Dana Pensiun Telkom. The data analysis technique used descriptive analysis and multiple regression analysis.*

*Based on the results of descriptive analysis, career development and organizational culture are in the good category. The results of the regression analysis show that partially the variables of career development and organizational culture significantly affect employee performance by 48% and 28.7%, respectively. The influence of the independent variable, namely career development and organizational culture, on the dependent variable, namely employee performance, is 42.2%, while the remaining 57.8% is influenced by other factors not examined in this study.*

***Keywords : Career Development, Organizational Culture, Employee Performance, Dana Pensiun Telkom.***