

ABSTRACT

Along with the development of technology, information and digitalization in the telecommunications and information industry, PT Telekomunikasi Indonesia, Tbk Witel Tangerang continues to make efforts and efforts to transform in today's global competition. With this competition, the role of human resources is very important to face challenges in managing and maintaining the company's existence. This means that the company makes every effort to implement organizational culture and work discipline and improve employee performance so that company goals can be achieved.

This research was conducted to determine the effect of organizational culture and work discipline on the performance of employees of PT Telekomunikasi Indonesia, Tbk Witel Tangerang. The purpose of this study is to analyze and analyze how the organization and work discipline affect the performance of employees of PT Telekomunikasi Indonesia, Tbk Witel Tangerang.

This research uses quantitative methods with descriptive and causal research types. The sample was taken by using probability sampling method and the number of respondents was 63 employees of PT Telekomunikasi Indonesia, Tbk Witel Tangerang. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

The results showed that employee performance obtained results of 88.23% and was included in the very good category, organizational culture obtained results of 86.61% and was included in the very strong category, and work discipline obtained results of 90.50% and was included in the very category. high. Based on the results of testing the hypothesis that organizational culture and work discipline simultaneously have a significant effect on employee performance at PT Telekomunikasi Indonesia, Tbk Witel Tangerang. Partially, organizational culture has a significant effect on employee performance, while work discipline has a significant effect on employee performance at PT Telekomunikasi Indonesia, Tbk Witel Tangerang.

Keywords: *Human Resource Management, Organizational Culture, Work Discipline, Employee Performance*