

ABSTRACT

The Public Company of Indonesia Bureau of Logistics (BULOG) is one of the organizations that requires a mechanism that can optimize various components of existing resources in order to regulate and improve human resources so that the company is able to adapt to its environment, both internal and external environments that are constantly changing. Companies need to have the readiness and ability to adapt to all changes that occur to be able to survive or meet the needs of their consumers. There are many factors that can be done by organizations related to this, including by optimizing aspects of organizational culture, knowledge sharing, and employee performance. This study aims to determine and analyze the influence of organizational culture and knowledge sharing on employee performance at BULOG Head Office.

The method used in this research is a quantitative method with a descriptive research type. Then, sampling was done using non-probability sampling techniques with a total of 85 respondents from all employees who were at BULOG Head Office. While the data analysis technique used is descriptive analysis and multiple linear regression analysis.

The results of the research based on the descriptive analysis conducted by the researcher show that the organizational culture variable is in the very good category, the knowledge sharing variable is in a good category, and the employee performance variable is in a good category. Based on the tests and multiple linear regression analysis conducted, it shows that there is a significant influence of organizational culture variables and knowledge sharing on employee performance, either partially or simultaneously. This shows that if the level of organizational culture and knowledge sharing is high, the performance of employees at BULOG Head Office also increases. The company is expected to socialize company regulations and support employee confidence, hold regular joint brainstorming activities, and provide direction about the importance of a work target so that organizational culture and knowledge sharing within the company can be achieved to support employee performance.

Keywords: *Organizational Culture, Knowledge Sharing, Employee Performance.*