

ABSTRACT

This research is based on the decrease performance of employees at PT Telekomunikasi Indonesia Telekomunikasi Pasuruan so that the company's performance targets have not been achieved. This study aims to examine, analyze and study the influence of organizational culture and non-physical work environment on employee performance at PT Telekomunikasi Indonesia Telekomunikasi Pasuruan.

The research method used is a quantitative method. The sample used is a saturated or total sample with 44 respondents. Data collection techniques used are interviews, questionnaires and literature study. Data analysis techniques used are descriptive analysis and multiple linear regression analysis techniques.

Based on the results of the descriptive analysis, organizational culture is in strong category and non-physical work environment is good category as well as the performance of employees who are in high category. Based on the test results in this study indicate that organizational culture and non-physical work environment partially and simultaneously affect the performance of employees at PT Telekomunikasi Indonesia Telekomunikasi Pasuruan with a percentage of 33% and 67% influenced by other factors not examined by this study.

Keywords: *Organizational Culture, Non-Physical Work Environment, Employee Performance.*