

ABSTRACT

With the Covid-19 pandemic, which requires employees to limit the number of employees in the office, companies require companies to be able to make changes to their work culture, namely by implementing Work From Home (WFH) and also Work From Office (WFO). This research was conducted in order to determine the influence between work culture and employee performance during the pandemic so that companies are able to prepare good human resources in welcoming the new normal era and can also maintain good employee performance. able to improve employee performance for the better

Dimensions of Work Culture consist of attitudes towards work, behavior at work. While the dimensions of performance are quality, quantity, use of time, and cooperation. The aspects studied include work culture, performance and the relationship between work culture and performance. With this research, it is intended that the impact of the performance process can run well.

This research is a quantitative research and uses descriptive-causal method. The type of sampling used is non-probability sampling. Data were collected by distributing questionnaires to 40 respondents, employees of PT. Pelindo IV HR Directorate.

The results of this study indicate that work culture and employee performance have a positive effect. The results of the research hypothesis in this study are H_a accepted. Testing the coefficient of determination shows that work culture has an influence of 71.4% on employee performance, while the other 28.6% is influenced by variables other than work culture which are not explained in this study.

From the results of this study can be used as input for PT. Pelindo IV HR Directorate to be able to further improve and maintain employee performance, especially employee work discipline so that they can come on time and on time to complete their work.

Keywords: Employee Performance and Work Culture