ABSTRACT

PT Telkomsel seeks to pay attention to employee performance through efforts to encourage increased performance through aspects of organizational culture and the applied compensation system. The purpose of this study was to determine and analyze the influence of organizational culture and compensation system on the performance of PT Telkomsel Regional employees in Bandung.

The research method used in this research is quantitative method with descriptive-causality research type. Sampling was carried out using probability sampling technique used was simple random sampling with 67 permanent employees of PT Telkomsel Regional in Bandung City. The data analysis technique used was descriptive analysis and multiple regression analysis.

Based on the results of the descriptive analysis showed that the organizational culture and employee performance variables were included in the very good category, in addition to the compensation system variable, it was included in the good category. Based on the results of the study, it shows that organizational culture and compensation system have a significant partial and simultaneous effect on the performance of PT Telkomsel Regional employees in the city of Bandung.

Keywords: Organizational Culture, Compensation System, Employee Performance.