

ABSTRACT

Performance assessment at SMP Telkom Bandung through NKI or individual performance scores every year which is divided into four assessments, namely time targets, output targets, achievements and values based on targets with the total individual performance value of each teacher. The results of the recapitulation on individual performance scores of SMP Telkom Bandung, show that the results of the NKI of each teacher at SMP Telkom Bandung have decreased. One of the ways to increase performance is to be supported by a good work environment and organizational culture. And the work environment and organizational culture can have an influence on the performance of its resources.

The purpose of this study was to determine the teacher's work environment and organizational culture at SMP Telkom Bandung, as well as whether the work environment and organizational culture have a partial or simultaneous influence on teacher performance at SMP Telkom Bandung.

The method used in this study uses quantitative methods. The data collection technique used in this research is to use secondary data and primary data. The sampling method used is non-probability side with saturated sampling as many as 46 people. In this study, using descriptive analysis techniques and multiple linear analysis, with hypothesis testing using the T test and F test and perform the coefficient of determination.

Results of the research and the results of respondents, the work environment variable is at the level of the "Very High" category while the organizational culture and teacher performance variables are at the "High" category. This study found that the influence of the work environment and organizational culture on teacher performance was 30.6% from the test results.

Suggestions that can be given referring to the results of research for SMP Telkom Bandung are SMP Telkom Bandung need to pay more attention to the conditions of the work environment and maintain and improve existing physical assets, it is hoped that every teacher provides support who has the ideas given and has a decision to continue to develop and have the courage to take risks, and in the future can evaluate teachers before the implementation of learning to students in order to increase knowledge and maximum performance by paying attention to learning objectives.

Keywords: *Work Environment, Organizational Culture, Teacher Performance*