

ABSTRACT

Companies are currently competing to improve employee performance so that companies can survive during increasingly fierce competition. One of the efforts to improve performance, namely by caring for and managing human resources properly to produce good quality resources and can improve employee performance in the company. This study was conducted with the aim of knowing and analyzing how the condition of organizational culture and the quality of employee performance. Then to determine the influence of organizational culture on employee performance at BBPVP Bandung partially.

The method used in this research uses quantitative methods with the type of descriptive-causality research method. Then for sampling using the method of saturated sampling, with the number of respondents 172 people. The data analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of descriptive analysis with the help of the SPSS version 29 application, it is explained that the results showed that the organizational culture and employee performance of BBPVP Bandung were included in the very good category. the results of hypothesis testing, organizational culture has a positive and significant effect on employee performance at BBPVP Bandung. Based on the coefficient of determination, organizational culture affects employee performance with a 15% contribution value and the rest is influenced by other factors not examined in this study.

Keywords: *Human Resources, Organizational Culture, Employee Performance*