

ABSTRACT

Performance is the level of achievement of an employee in realizing the company's goals. The work results that have been achieved by these employees must be able to contribute to the company. To determine the increase or decrease in employee performance, of course there is an assessment that is carried out both with work performance and work behavior. Assessment of work performance can be carried out using a system and employee behavior assessment can be seen from the existing organizational culture.

From a brief description of the phenomenon underlying this research, it can be formulated that the aim of this research is to find out the condition of the performance management information system, organizational culture, and the current level of employee performance after integration with the National Research and Innovation Agency. Then, to determine the effect of the performance management information system on the level of employee performance. Furthermore, to determine the effect of organizational culture on the level of employee performance.

This research was written using a causal descriptive technique through a quantitative approach. The population studied were employees of the Human Resources and Organizational Bureau (BOSDM). A sample of 163 people obtained through non-probability sampling technique. Data was collected through a questionnaire which was processed using Structural Equation Modeling (SEM) analysis with the Smart-PLS application.

The result of this study is that the performance management information system has no significant and positive effect on employee performance levels. Furthermore, organizational culture has a significant and positive effect on employee performance levels. In addition, this research can be used as input regarding effective and efficient system management to improve employee performance

Keywords: *Use of Performance Management Information Systems, Organizational Culture, Employee Performance*