

Abstract

The existence of the pandemic Covid-19 become a challenge for Indonesia's economy. To keep the wheels of the economy running, various sectors have begun to implement work from office with the addition of health protocols. One sector that applies this policy is the banking sector. Any changes in the situation will have an impact on employee performance. To find out more about this thing, this study aims to determine the effect of organizational culture and work motivation on employee performance in government-owned banks through employee involvement as an intervening variable. The government-owned banks included in this study are Bank Mandiri, Bank BRI, Bank BNI, and Bank BTN which are located in Bandung City.

The population in this study were government-owned bank employees from the four banks. The number of samples in this study amounted to 100 respondents. The analytical technique used is descriptive analysis and Partial Least Square (PLS) using SmartPLS 3.0 tools.

Based on the results of the descriptive analysis shows that the overall organizational culture as whole is included in the very good category of 82.55%, the overall work motivation is included in the good category of 82.55%, overall employee involvement is included in the good category of 81.44%, the overall performance of employees is included in the good category of 81.56%. The results of the hypothesis analysis show that: (1) organizational culture has a positive and significant effect on employee engagement (2) work motivation has a positive and significant effect on employee engagement, (3) organizational culture has a positive and but not significant effect on employee performance, (4) motivation work has a positive but not significant effect on employee performance, (5) employee involvement has a positive and significant effect on employee performance, (6) organizational culture has a positive effect on employee performance through full employee involvement, (7) work discipline has a positive and significant effect on employee performance. employee performance through full employees involvement.

Keywords: Organizational Culture, Work Motivation, Employee Engagement, & Employee Performance