

ABSTRACT

The Utility Department is one of the organizations that are located within the company PT South Pacific Viscose which has a vital role in helping the company to run its production process. The study aims to learn and analyze the influence of organizational culture and knowledge sharing on employee performance at the Utility Department at PT South Pacific Viscose.

The method used in this study is quantitative methods with descriptive research and causality research. In the sampling, the sampling technique is done by non-probability sampling method, and the number of respondents as many as 40 people from the entire employee who is in the Department of Utility PT. Pacific Viscose. As well as the data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Results from research based on descriptive analysis showed that organizational cultural variables are in good categories, knowledge sharing variables are in excellent categories, and employee performance variables are in good categories. Based on the test and analysis of multiple linear regression performed, showing that there is a significant influence on organizational cultural variables and knowledge sharing on employee performance, both partially and simultaneously.

Keywords: *Organizational Culture, Knowledge Sharing, Employee Performance*