

ABSTRACT

Human resources play an important role in achieving organizational or company goals. Changes in the business environment that are fast and full of uncertainty make the company strive to produce employees with high performance. At PT XYZ throughout 2020-2022 there was a decline in employee performance. The decline in performance is influenced by various factors, one of which is the employee's internal factor in the form of work ethic. In addition to the work ethic, organizational cultural factors also influence employee performance.

This study aims to find out how the work ethic, organizational culture and performance at PT. XYZ Bandung, and how much influence work ethic and organizational culture have on employee performance at PT. XYZ Bandung either partially or simultaneously.

The type of research used is quantitative, causal relationship with descriptive and verification approaches. The sample in this study were 139 respondents. Data collection techniques through the distribution of questionnaires/questionsnaires, and data analysis using PLS structural equation modeling (SEM).

The results showed that the work ethic of PT XYZ employees resulted in an average of 562.8 (81%) being in the high category. Organizational culture at PT XYZ produces an average of 530.8 (76.4%) in the strong category. Hypothesis testing shows that partially and simultaneously work ethic and organizational culture have a significant effect on the performance of PT XYZ employees. The influence of work ethic and organizational culture on employee performance is 0.588 or 58.8%.

The results of this study provide an overview of the condition of PT XYZ Company. As well as the results of this study will provide a foundation in employee development at PT XYZ to be able to improve employee performance.

Keywords: work ethic, organizational culture, employee performance