

ABSTRACT

Low quality human resources are a problem faced in Indonesia. Even though the numbers are large, effective and efficient use can make a significant contribution to sustainable national development. Improving the quality of human resources requires efforts in the fields of education, provision of social facilities and adequate employment opportunities. The main challenge faced is how to create human resources capable of providing optimal performance to achieve company or organizational goals. By overcoming these obstacles, it can be hoped that the Indonesian people will have reliable and competitive human resources, supporting sustainable growth at the national level.

This research uses quantitative methods with descriptive and causal research types. Sampling was carried out using the probability sampling method with the sample type using slovin for data collection and the number of respondents was 70 respondents. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

The partial research results show that organizational culture has a positive and significant influence on employee performance, and organizational commitment has a positive and significant influence on employee performance. Simultaneously, organizational culture and organizational commitment have a significant influence on employee performance. This shows that the influence of the independent variables, namely organizational culture and organizational commitment, on the dependent variable, namely employee performance, is 66%, while the remaining 34% is influenced by other factors not examined in this research.

Keywords: *Organizational Culture, Organizational Commitment and Employee Performance*