

**THE IMPACT OF ORGANIZATIONAL CULTURE AND MOTIVATION  
TO PERFORMANCE OF EMPLOYEES IN. PT. BANK TABUNGAN  
NEGARA (PERSERO) TBK KANTOR CABANG DENPASAR**

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***ABSTRACT***

*Organizational culture pola prima in PT. Bank Tabungan Negara (Persero) Tbk branch Denpasar still need some indicator values that need to be improved. In indicator of professionalism, employee performance is still not considered optimal because the added value that they felt less by the manager. Implementation of intelligent and thorough work that is still less than the maximum, the employee working hours they have yet effective. The integrity indicator should act consistently work hard to do it though. Employee's ability to use its influence to resolve the issue, utilize its authority, and take the risk of doing the verdict of the popular or not at all popular. Organizational culture in essence leads to behavior that is considered appropriate, binding and motivate every individual in it for the achievement of objectives. Motivation is the driving force to improve the administration of the excitement of one's work.*

*The method used in this research is descriptive and associative. This research is quantitative research. The sample used in this study amounted to 98 respondents using nonprobability sampling, the sampling saturated. This research was conducted by examining the validity and reliability of the instrument, then the data were analyzed using path analysis.*

*. The total impact of organizational culture on employee performance of 15.6%, while the total impact of motivation on employee performance of 41.7%. Results overall organizational culture and motivation variables have a significant impact on the employee performance 57.3% and proportionately variable motivation has the greatest impact on employee performance.*

**Keywords:** *organizational culture, motivation, performance*