

ABSTRACT

In an organization or company, the role of human resource management (HRM) is very important. The continued development of an organization, the more difficult it is for the planning and control of employees. Employee performance is one factor that plays an important role in achieving the company's goals and individual goals. One of the factors that affect the performance of employees is the organization's culture. Reflecting the cultural identity of the members of the organization who generate commitment to the beliefs and values greater than themselves.

This research aims to determine the organizational culture and employee performance in the Area Network Unit North Jakarta Regional Telkom-2 Jakarta, and to determine the influence of organizational culture on employee performance in Area Network Unit North Jakarta Regional Telkom-2 Jakarta. This research is descriptive and verificative. The sample used in this study obtained by the technique of sampling nonprobability Sampling with saturated sampling. Researchers using this sampling technique for a total population of 31 people. Data analyze with simple linear regression.

Based on the analysis, assessment of organizational culture on Area Network Unit North Jakarta Regional Telkom-2 Jakarta is enough, but still not good. Performance of employees at Area Network Unit North Jakarta Regional Telkom-2 Jakarta is enough. The influence of organizational culture on employee performance amounted to 78.3%.

Keywords : employee performance, organizational culture