

## **Abstrack**

*The employee performance at PLN distribution office in west Java and Banten is not really appropriate with company target in 2014, it means that the employees are not capable to finish the task from company with maximum result.*

*From this research, an assessment of the organization culture variable and self-efficacy will be done to measure how far the role of both variables in influencing the employee performance. The measuring of the employee performance in the study is done by using the multiple linear regression test.*

*The data collection methods used in this research is gathered through questionnaire from the employee of PT.PLN distribution office in West Java and BAnten by using probability sampling technique. The questionnaire then processed with SPSS vers.22 for windows.*

*Based on the results of data processing, we found that the employee assessment of the company organizational culture based on innovation and risk taking, attention to detail, outcome orientation, people orientation, team orientation, aggressiveness, and stability is quite high. The assessment of employee self-efficacy based on enactive mastery experience, vicarious experience, verbal persuasion, and emotional arousal is categorized quite high as well. While based on the evaluation of the variable effect, through employee performance, it's proved that the organizational culture and self-efficacy has positive effect on employee performance in PT.PLN distribution office West Java and Banten.*

*Based on this research, to improve employee performance, the company should give employee more socialization about organizational culture, especially to new employee and also pay more attention to employee needs and give them motivation to improve employee self-efficacy. Because ehe bad or good performance of employee is effected by organization culture and employee self-efficacy in doing their job.*

*Keyword: Organizational Culture, Self-Efficacy, Performance, Multiple Linear Regression*