

ABSTRACT

The organizational culture of Telkom University has not been proved effective. Related to this, research must be done to determine the organizational culture, employee performance, and how the impact of organizational culture on employee performance Telkom University Bandung.

Organizational culture is measured by indicators of involvement, consistency, adaptability and mission. Whereas, employee performance is measured by indicators of quality, quantity, the using of time in work and cooperation with others in the works. This research uses quantitative methods. Data was collected through questionnaires that given directly to the 160 non-lecturer employees. Data processing uses the Statistical Package for the Social Sciences 20.

Based on this research results, Telkom University has a strong organizational culture and good employee performance. Organizational culture has little impact on employee performance that is equal to 26.4%. Telkom University is advised to maintain and improve the organizational culture implementation through periodical socialisation and so clear programs from the organizational culture.

Keywords: *organizational behavior, employee performance*