

ABSTRACT

Multinational company with a very large scale is required to always give a good performance, especially in terms of the company's performance. Performance of a company can not be separated from great human resources and competent in their duties. There are several factors that can affect the performance of employees in a company, which is a strong organizational culture and strong employee satisfaction itself. It can be proved by several studies that have been done that show organizational culture and employee satisfaction affect the employee performance in a company. This research will be conducted research in the influence of organizational culture and job satisfaction on employee performance Telkom WITEL Jabar Tengah.

This study obtained 188 employees of Telkom WITEL Jabar Tengah as respondents. The method used in the sampling using a non-probability sampling, and sampling technique uses accidental sampling. This study uses the classical assumption test as normality test, heteroscedasticity, multicollinearity test and linearity test. While analysis technique used in this study is linear multiple regression analysis with a significance level of 0.05. Based on statistical analysis showed that the normal distribution of data, there is no problem heteroscedasticity and multicollinearity, and the relationship between variables is linear.

Based on the analysis it can be concluded that organizational culture and job satisfaction simultaneously affect on performance, with the degree of influence of 64,6% and is in the high category. The results of this study also showed that organizational culture and job satisfaction partial effect on employee performance.

Keywords: organizational culture, job satisfaction and employee performance.