

ABSTRACT

This research aims to determine the effect of organizational culture on employee performance in PT Telekomunikasi Indonesia Tbk (Persero) Witel Sumsel. The company might use the finding of this research to understand how organizational culture could affect employee performance, as well as to understand the importance of organizational culture on performance.

Theoretical frameworks used in this research were based on Cameron and Quinn organizational culture theory as independent variable, and Bernardin and Russell performance theory and dependent variable.

This research is a quantitative study, which uses simple linear regression technique of data analysis. Questionnaires from 58 employees were gathered in this research using census sample (sampling jenuh), as this research used whole population as its sample.

The results of this research showed that organizational culture significantly influences employee performance in PT Telekomunikasi Indonesia Tbk (Persero) Witel Sumsel, with percentage of 52,4%

Based on the finding of the research, company should provide more chance for employee to do knowledge sharing, as well as provide the employee with soft skills, family gathering or socialization.

Keywords: Organizational Culture, Employee Performance, Organizational Behavior