

ABSTRACT

At this time PT. Telekomunikasi Indonesia is listed as the most valuable telecommunication company in Southeast Asia, and has maintained its position for four consecutive years and first entered Brand Finance Global 500 at 393th, with the position, PT. Telkom is also the number 1 company in Indonesia, and is ranked 40th among telecommunication companies in the world. Therefore the role of human resources in PT. Telekomunikasi Indonesia is so important that the company must be able to manage human resources well-owned, in order to improve the performance of its employees. There are several factors that can affect the performance of employees in a company, namely organizational culture and motivation.

This study aims to determine the influence of organizational culture and motivation on employee performance at PT. Telekomunikasi Indonesia witel Jakarta Selatan HR & CDC unit and Network Area, using organizational culture and motivation as independent variable and employee performance as dependent variable.

The method used is quantitative method. The type of analysis used is descriptive. The sample in this research is saturated sample amounted to 38 employees. Data processing is done by using SPSS 20.0 software

Based on the results of data processing, showing the organizational culture and motivation that have a positive and significant impact on employee performance. Judging from the value of coefficient of determination, organizational culture and motivation give effect to employee performance equal to 85,5%, and rest of 14,5% influenced by other variable outside this research.

Based on research results, then to improve employee performance, preferably PT. Telekomunikasi Indonesia witel Jakarta Selatan HR & CDC unit, more often to provide understanding and implementation of organizational culture of the Telkom way, then give awards for employees achievers and pay more attention to working hours employees.

Keywords: Organizational Culture, Motivation, Employee Performance