

ABSTRACT

This study aims to find out how organizational culture, work motivation and employee performance in PT Telekomunikasi Indonesia Witel Bandung, and to find out how much influence of organizational culture and work motivation on employee performance in PT Telekomunikasi Indonesia Witel Bandung. At PT Telekomunikasi Indonesia Witel Bandung, there is a gap that resulted in employee performance PT Telekomunikasi Indonesia Witel Bandung still not optimal and has not reached the category of excellent employee performance. So this becomes an interesting problem to be studied about the influence of organizational culture and work motivation on employee performance.

The research method in this research is quantitative causal method, with data collection is done through the spreading of questionnaires to employees of PT Telekomunikasi Indonesia Witel Bandung which amounted to 169 employees, sampling technique using probability sampling technique with simple random sampling method, with the number of samples taken is 119 employees with 5% sampling error, and measurement scale using Likert scale. The technique of data analysis using descriptive analysis and multiple linear regression analysis, with hypothesis testing using t test and f test, and coefficient of determination.

Based on the results, it is known that organizational culture and work motivation have positive and significant influence partially and simultaneously on employee performance, and based on coefficient of determination known that organizational culture and work motivation influence 58.2% on employee performance, while the remaining 41.8% influenced by other variables.

Based on the research result, to improve the performance of employees of PT Telekomunikasi Indonesia Witel Bandung, should strengthen the organizational culture through the provision of work that requires employees to take risks, and improve employee motivation through the provision of facilities that support the work of its employees.

Keywords: Organizational Culture, Work Motivation, Employee Performance