

ABSTRACT

The Enterprise Service Division is one of several divisions in PT. Telkom Indonesia. The division also has a different culture from other division divisions at PT. Telkom, the culture is called FUNTAS7IG. FUNTAS7IG's organizational culture is an important aspect to support a company so that it has guidelines to be taken where the company will run. Improved performance also has a role to get what is expected by the company, especially the Enterprise Service Division, PT. Telkom Indonesia, Tbk. This makes synergy between organizational culture and improving employee performance very important. This study aims to determine the size of the level in the application of FUNTAS7IG culture and the level of performance of the employees of the Enterprise Service Division of PT. Telkom Indonesia, Tbk, and also to understand how big the influence of FUNTAS7IG's organizational culture is on improving performance in the Enterprise Service Division of PT. Telkom Indonesia, Tbk. This type of research is a causal descriptive study using quantitative research methods. Sampling is done by probability sampling method type of Simple Random Sampling. Data was collected using a questionnaire, the total population was 481 people with a total sample of 100 people. The data analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of descriptive research on FUNTAS7IG organizational culture of 87.50% included in the excellent category, and an increase in employee performance by 87.47% in the excellent category. FUNTAS7IG's organizational culture has an influence of 63.7% on improving the performance of the Enterprise Service Division of PT. Telkom Indonesia, Tbk. While 36.3% were influenced by other variables not examined. From the research results of the Enterprise Service Division, it is recommended to discuss the code of ethics and the application of the rules first, so that each employee understands the rules of the code of ethics and rules which will have an effective impact than before. And companies are also advised to carry out rigorous monitoring during employee assignments.

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