

ABSTRACT

Employee performance is one of the standard for company to competing with other companies in the field of human resources. There are many things that can influence employee performance, such as organizational commitment and organizational culture. The phenomenons happened in Bank BJB Branch Office Tamansari Bandung are work performance did not optimal, the increasing employee's turnover, high number of employee's absence, and implementation of organizational culture that did not reach the target.

This research aim to determine the organizational commitment, organizational culture, and employee performance at Bank BJB Branch Office Tamansari Bandung, and the effect of organizational commitment and organizational culture to the employee performance, both partially and simultaneously.

This research uses quantitative method. Data collection technique uses questionnaires distributed to employees of Bank BJB Branch Office Tamansari Bandung, with the population 160 employees and the samples 115 employees. The sampling technique uses simple random sampling. To interpret the results of the research uses descriptive analysis, correlation analysis, path analysis, and coefficient of determination.

The result of data processing shows that organizational commitment, organizational culture, and employee performance is high category. There is a weak correlation between organizational commitment and organizational culture. Organizational commitment and organizational culture significantly influence the employee performance at Bank BJB Branch Office Tamansari Bandung, both partially and simultaneously.

The company should increase the employee participation in decision making and create more comfortable atmosphere in the company environment to increase organizational commitment. In addition, the company should socialize the company's objectives to employee, and conduct job evaluation on a regular basis to be able to improve organizational culture. Thus, expected to improve employee performance.

Keywords : Organizational commitment, organizational culture, employee performance.