

ABSTRACT

This research was conducted to determine the effect of Organizational Culture on Employee Performance in the Directorate of Human Resources and General at PT. Pos Indonesia (Persero) Bandung. The purpose of this study was to find out and analyze how the organizational culture applied by the company and the magnitude of the influence of organizational culture on organizational commitment in the Directorate of Human Resources and General PT. Pos Indonesia (Persero) Bandung. This study uses a quantitative method with a type of descriptive and causal research. Sampling uses a saturated sampling technique with a number of respondents as many as 35 people. The analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of testing the Organizational Culture hypothesis significant effect on Employee Performance in the Directorate of Human Resources and General PT. Pos Indonesia (Persero) Bandung. This is evidenced by the calculated value $> t$ table ($10,067 > 1,692$) with a significance level of $0,000 < 0,05$. Based on the determination coefficient of Organizational Culture has an effect on Employee Performance of 75.51% and the remaining 24.49% is influenced by other factors not examined in this study.

Conclusion of this research, Organizational Culture in the Directorate of Human Resources and General PT. Pos Indonesia (Persero) in the good category, Employee Performance at the Directorate of Human Resources and General PT. Pos Indonesia (Persero) in a good category, and Organizational Culture positively influences Employee Performance.

Keywords: organizational culture, employee performance, human resources