

ABSTRACT

Employee performance is very important to achieve a knowledge-based economy and competition in the globalization era. Telkom Pension Fund which is a legal entity in the form of a pension provider for Telkom employees strives to provide the best service. Based on Dana Pensiun Telkom's NKI, there will be a decrease in 2018. One form of business from companies to improve the performance of their employees is to strengthen organizational culture and improve company knowledge management. Related to this, research needs to be done on organizational culture and knowledge management in order to improve employee performance.

The purpose of this study is to find out how strong organizational culture is, how high is knowledge management and how well the performance of Telkom Pension Fund employees and the influence of organizational culture and knowledge management on the performance of Telkom Pension Fund employees.

The research method used is quantitative research. In obtaining data, the authors distributed questionnaires to 78 respondents of the Telkom Pension Fund. The questionnaire used in the study had 43 question items with a 6-point Likert scale. The sampling method used is nonprobability sampling with a saturated sampling technique. In this study, using descriptive analysis techniques and multiple linear regression analysis.

The results obtained in this study indicate that organizational culture does not affect employee performance. Knowledge management affects employee performance. Organizational culture and knowledge management simultaneously influence employee performance.

The coefficient of determination obtained with an R Square value of 0.177, this shows the meaning that the Telkom Pension Fund has the influence of organizational culture variables and knowledge management simultaneously on employee performance variables of 17.70% and 82.30% influenced by other variables that are not included in the study. The results of this study will be input for the Telkom Pension Fund to continue to strengthen organizational culture and improve knowledge management because it is proven to be able to improve the performance of Telkom Pension Fund employees.

Keywords: *Organizational Culture, Knowledge Management, Employee Performance.*