

ABSTRACT

PT Pegadaian (Persero) is a state-owned Indonesian financial sector company that is engaged in three lines of business, namely financing, gold, and various services. This company is famous for its pawned businesses that have the motto "overcome problems without problems". The condition faced by PT Pegadaian (Persero) Central Jakarta Head Office related to organizational culture and employee performance found by the writer through preliminary tests on both variables resulted in a good level of organizational culture and a high level of employee performance.

This study aims to determine the level of corporate organizational culture, the level of company employee performance, and the influence of organizational culture on employee performance at PT Pegadaian (Persero) Central Jakarta Head Office. Data collection in this study was obtained using a 4 Likert scale questionnaire with a sample of 211 respondents. The sampling method used in this study is the non probability sample method with a accidental sampling technique. In explaining the results of the study, the analysis technique used is descriptive analysis and simple linear regression analysis.

The results obtained in this study indicate that organizational culture has a positive effect on the performance of employees of PT Pegadaian (Persero) Central Jakarta Head Office with a regression coefficient of 0.392. This is also evidenced in the coefficient of determination test which obtained a value of 0.659, meaning that organizational culture has a contribution of 65.9% influence on employee performance.

Keywords: *Organization Culture, Employee Performances, Human Resources*