

ABSTRACT

PT. Pelindo II Tanjung Priok is a mainstay port for national logistics. The distribution of goods for domestic needs as well as the export of goods to foreign countries is mostly carried out from this port, as well as import activities.

However, the data shows that every year at the port it appears to be decreasing, this right comes from the organization and work discipline which has an influence on the performance of PT. Pelindo II.

This study aims to determine the effect of organizational culture, work discipline and employee performance at PT. Pelindo II Tanjung Priok. The research method used is quantitative research methods with data through a questionnaire using a Likert scale. The number of samples was 107 respondents using incidental sampling technique. Methods of data analysis using SPSS 22 software.

The results showed that the organizational culture, work discipline and employee performance had good responses. Organizational culture has a partial effect on employee performance, work discipline has a partial effect on employee performance, then simultaneously organizational culture and work has an effect on employee performance at PT. Pelindo II Tanjung Priok

PT. Pelindo II Tanjung Priok needs to pay attention to aspects that can affect organizational culture, work discipline and employee performance. The better the organizational culture and work discipline, the better the employee's performance at PT. Pelindo II Tanjung Priok.

Keywords: *Organizational Culture, Work Discipline, Employee Performance*