

## **ABSTRACT**

*Basically every company was founded to achieve the goals expected in the future can experience rapid development, so that it takes responsibility from all parts to participate in bulding the company. Human resources are important assests for companies that can help in achieving goals.*

*PT. Wijaya Karya Beton Tbk, PPB Boyolali is a company specializing in the precast concrete industry and construction services. Based on the results of preliminary tests explaining the condition of the company related to organizational culture shows a high category, but motivation shows a low category, and the performance of employees of PT. Wijaya Karya Beton Tbk, Boyolali PPB as seen from the recapitulation of individual employee performance appraisals has decreased in 2018, thus indicating an unstable and not optimal performance.*

*The purpose of this study was conducted to determine the effect of organizational culture and work motivation on the performance of employees of PT. Wijaya Karya Beton Tbk, Boyolali PPB. The method used in this study is a quantitative method, data collection is done by distributing questionnaires to 118 permanent employees of PT. Wijaya Karya Beton Tbk, Boyolali PPB, with nonprobability sampling techniques and saturated sample types. Data analysis in this study uses descriptive analysis and multiple linear regression analysis.*

*The results of data processing indicate that organizational culture, work motivation and employee performance are included in the high category. Organizational culture and work motivation have a positive and significant effect partially and simultaneously on employee performance, and based on the coefficient of determination it is known that organizational culture and work motivation have an effect of 41.8% on employee performance, while the remaining 58.2% is influenced by other variables not explained in this study.*

*Based on the results of the study, then to improve the performance of the employees of PT. Wijaya Karya Beton Tbk, Boyolali PPB, should strengthen the organizational culture through job training and procurement evaluation, and improve employee work motivation through the provision of facilities that support the work of its employees.*

*Keywords: Organizational Culture, Work motivation, Employee performance.*