

## **ABSTRACT**

*Human resources are one of the most important resources that have an important role in achieving the company's goals. For this reason, human resource management needs to be done professionally in order to provide significant performance improvements for the company. This research is motivated by problems that related to the decline in employee performance that occurs in the four work units of Product & Infrastructure Assurance, Research & Standarization of Digital Infrastructure & Advance Technology, the Group of Digital Pilars Commerce and Logistics Tribe (PCL) and the Group of Digital Pilars Smart City Tribe Digital Service Division Bandung PT Telkom Indonesia.*

*The purpose of this study was conducted to determine the effect of the certified student internship program and the company's core values on the performance of employees in the four work units. The method used in this study is a quantitative method with the type of descriptive and causal research. The population in this study were permanent employees in the research object, amounting to 50 people. The sampling technique used is the non-probability sampling method with saturated sampling sub-technique with the number of respondents as many as 50 people. The data analysis technique used is path analysis and is processed using SmartPLS.*

*The results of the study can be concluded that the certified student internship program had no significant effect on employee performance. The effect of variable certified student internship program on the company's core values is positive and significant. The effect of company's core values on employee performance is positive and significant. The effect of variables certified student internship programs on employee performance mediated by the company's core values is positive and significant.*

**Keywords:** *Employee Performance, Certified Student Internship Program, Company Core Values*