

ABSTRACT

PT Pos Indonesia (persero) Bandung branch office is required to be able to maintain its existence with all the challenges that arise, whether it arises from inside or outside, service factor becomes the main factor of the success of delivery service company in maintaining its customers. The role of the service can be realized by the performance of employees who are fast, precise, and skilled. Based on the above factors, the most influential factors to improve for the organization are human resources. One of the most important forms of human resource management is employee engagement and organizational culture. The purpose of this research was to know and analyze the relationship of Employee Engagement and Organizational Culture with employee performance at PT Pos Indonesia (Persero) Bandung Branch Office.

This study uses descriptive analysis with quantitative methods. Sampling method using saturated sampling technique that is with the number of respondents as many as 67 people. The analysis technique used is Multiple Regression Analysis using the help of the Windows SPSS 24.0 program. Data is collected through the dissemination of questionnaires.

Based on the results of the analysis conducted by researchers on Employee Engagement and Organizational Culture with Employee Performance at PT Pos Indonesia (Persero) Bandung Branch Office obtained the results of a descriptive analysis of Employee Engagement variables including into the category Of Good, Organizational Culture variables fall into the category of Good Enough and employee performance variables fall into the category of Good. There was a positive and significant influence of Independent variables consisting of Employee engagement and organizational culture on dependent Variables i.e. Employee Performance was 55.7% while the remaining 44.3% was influenced by other variables not studied in this study. In conclusion, employee engagement variables fall into the category of Good, Organizational Culture variables fall into the category of Good Enough and employee performance variables fall into the category of Good at PT Pos Indonesia (Persero) Bandung Branch Office, there is a positive and significant relationship of work environment to job satisfaction.

Keywords: *Employee Engagement; Organizational Culture; Employee Performance*