

## ABSTRACT

In the current era, the most important component in a company is human resources. Human resources are very important because they are the driving force of the company in achieving company goals. Company goals can be achieved if employee performance is good. The purpose of this research is to see the influence of organizational culture, motivation and leadership on employee performance at Yakes Telkom

The method used in this research is descriptive with a quantitative approach. Respondents in this study were employees of Yakes Telkom Medan with a total of 18 respondents. The data analysis technique used multiple linear regression analysis with the help of IBM SPSS Statistic 25 software.

Based on the research results, it is found that organizational culture, motivation, and leadership can significantly influence the performance of Yakes Telkom Medan employees. Based on the coefficient of determination, it can prove that organization, motivation, and leadership have an influence of 78.3%. So it can be denied that the organization, motivation, and leadership influence the performance of Yakes Telkom Medan

**Keywords:** Organizational Culture, Motivation, Leadership, Employee Performance