

ABSTRACT

Human resources (HR) is a very important role for an organization in the midst of an increasingly dynamic flow of change. Every organization is required to be able to have qualified human resources and become a force for the organization by having high competitiveness in adapting various changes that occur, it is the key to the success of an organization. Furthermore, the success of an organization is determined by member factors in working diligently in order to achieve optimal work results. Therefore, the need for the maintenance of human resources by creating and paying attention to the organizational climate of an organization. With efforts to create an organizational climate through aspects of changing attitudes and behaviors, members will always feel comfortable and safe in working well. The organizational climate is the perception of members (both individually and in groups) about what happens in the organizational environment on a regular basis, which influences the attitudes and behaviors of the organization and the performance of the members of the organization which then determines the performance of the organization. The purpose of this study is to determine the influence of the Organization's Climate on the Performance of Members of the Cirebon Police Sabhara Unit.

In this study the authors used quantitative methods with analysis techniques used i.e. simple linear regression. The population used was a member of the Cirebon Police Sabhara Unit and sampling by sampling probability technique method with the number of respondents in this study was 55 respondents. Data collection techniques are primary data by using questionnaire dissemination and secondary data by using library studies.

The results of the study conducted by researchers showed that the Organization's Climate variables are in both categories and on the Member Performance variables are in the good category. From this study showed there is a significant influence partially Climate Organization on the Performance of Members of sabhara Unit Cirebon Police. This shows that the better the organization's climate, the better the performance of its members.

Keywords: *Organizational Climate, Member Performance, Human Resource Management*