

ABSTRACT

Human resources are one of the supporting factors of the company in achieving company targets, the strength of the application of culture within the company and employee commitment must be the company's concern in order to suppress the desire of employees to leave the company. The purpose of this study was to determine and analyze Organizational Culture, Motivation and Employee Performance at the Office of Communication, Informatics and Statistics, also the Influence of Organizational Culture and Motivation on Employee Performance, both *bersama-samaeously* and partially.

This research uses quantitative methods, descriptive and causal research. The number of respondents used in this study were 38 people. Furthermore, to analyze the data, descriptive data analysis techniques and multiple linear regression analysis were used to test the hypothesis.

The results of the study are based on descriptive analysis of the variables of organizational culture, motivation and employee performance as a whole in good categories. The results of multiple linear regression analysis, organizational culture and motivation *bersama-samaeously* have a significant effect on employee performance. The magnitude of the influence of organizational culture and motivation *bersama-samaeously* and partially affects employee performance by 51,7%, the remaining 48,3% is influenced by other variables not examined in this study. Partially organizational culture and motivation have a significant effect on employee performance. The highest influence is organizational culture and the lowest is motivation.

Keywords: Organizational Culture, Motivation, Employee Performance