

ABSTRACT

Human Resources is one of the important factors in a company. Every company is required to optimize human resources for good company performance results. Employee performance management at Telkom Pension Fund is focused on efforts to increase productivity and employee contribution to the achievement of the company's target. This is in line with the company's strategy that in order to achieve the company's goals must be supported by high employee performance. There are several factors that can affect optimal performance in the company, one of which is the culture of the organization. The higher the organizational culture in a company, the more optimal the performance of employees in the company.

This research aims to determine the influence of organizational culture on the performance of employees of Telkom Pension Fund. This type of research is quantitative and uses descriptive analysis method with the number of respondents 60 employees. The data analysis technique used is simple linear regression analysis.

Based on the results of the study, it can be concluded that respondents' responses to employee performance variables have a percentage of 76.5%, which falls into the good category, and organizational culture variables have a percentage of 77.3% and fall into the good category. The conclusion of this study is that organizational culture significantly influenced employee performance by 94.4%. The result can be interpreted that with the increasing culture of the organization will also have an effect to improve the performance of employees in the company.

Keywords: Human Resources, Organizational Culture, Employee Performance