

## **ABSTRACT**

*Employee performance is the quality of employee work that has been determined according to company standards and to see the ability of employees to achieve the goals of the company. Organizational culture is one of the responsible factors, the organization has a good organization and organizational culture, so employee performance will be high. Based on internal company data, the performance of employees at PT. Indonesia's Telecommunication Infrastructure has decreased in the last 3 years.*

*The purpose of this study was to determine without the application of organizational culture at PT. Indonesia's telecommunications infrastructure and the influence of organizational culture on the performance of employees of PT. Indonesia's Telecommunication Infrastructure.*

*The research method used in this research is quantitative methods and uses descriptive analysis techniques and simple linear regression analysis. The sampling technique is saturated sample using the Slovin formula and obtains 119 people who will become respondents.*

*Based on the results of descriptive analysis, the organizational culture at PT. Indonesia's Telecommunication Infrastructure is in the "High" category with an acquisition proportion of 80,3%. The influence of organizational culture on employee performance at PT. Indonesia's Telecommunication Infrastructure is 23,8%, while 76,2% of other variables are not examined in this study. Based on the results of the research, the researchers suggested that the company improve and implement the existing organizational culture at PT. Telecommunication and Informatics Infrastructure.*

*Keywords: Organizational Culture, Employee Performance*