

ABSTRACT

An organization has a system of operating mausia resources which is a very important capital or role in achieving the goals of an organization. A government agency needs the utilization of professional resources in order to work optimally. Diskominfo Bogor Regency is an institution tasked to slam the regent in carrying out duties in the field of communication and informatics in the bogor region. In government supervision employees are required to provide good performance as instructed. One of the factors that determine employee performance is the individual characteristics of employees and the organizational culture in them. The purpose of this study is to find out and analyze the influence of individual characteristics and organizational culture on employee performance in Bogor Regency Diskominfo.

The method used in this study is a quantitative approach, and in data collection is done with a saturated sampling teknik with a sample number of 54 employees contained in the Bogor Regency Diskominfo. Data collection techniques are primary data by disseminating questionnaires and secondary data using library studies. In processing data using descriptive analysis methods and multiple linear regression using spss application version 20.

The results showed that the individual and cultural characteristics of the organization were in the good category and employee performance in the high category. Partially individual characteristics affect employee performance by 26%. While the organizational culture has an influence of 10.9% on employee performance. Simultaneously individual characteristic variables and organizational culture affected employee performance by 36.9%.

Keywords: Employee Performance, Individual Character, Organizational Culture.