

ABSTRACT

This research was motivated by the realization of performance achievements at the Office of Commerce and Industry of Pati Regency which could not achieve the target as determined. The purpose of this research is to find out and analyze how the level of influence of organizational culture and human relations on the performance of the employees of the Office of Commerce and Industry of Pati Regency.

The research method is a quantitative method. The sample used is a saturated sample, with a total of 38 respondents. Data collection techniques used are interviews, questionnaires, literature study. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

Based on the results of the descriptive analysis, the results of the descriptive analysis show that the Organizational Culture and Human Relation are in a strong category and Employee Performance are in the high category. The magnitude of the influence of Organizational Culture and Human Relation is 72.6% while the remaining 27.4% is influenced by other factors not examined in this research.

Keywords : *Organizational Culture, Human Relation, Employee Performance.*