

ABSTRACT

PT Telkom Indonesia (Persero) Tbk (Telkom) is a State-Owned Enterprise (BUMN) which is engaged in information and communication technology services and telecommunications networks in Indonesia and spread throughout the cities in Indonesia. PT Telkom Indonesia also alert in every way to grow among other competitors. to keep growth, there's a quality of human resources who have an important role in the development of the company and have good quality performance. Factors that affect employee performance include Discipline and Organizational Culture.

This research is to analyze and determine the effect of discipline and organizational culture on the employee performance of PT Telkom Indonesia (Persero) Tbk Medan.

From the results of descriptive analysis shows that the discipline, organizational culture and employee performance are in best category. The result of the study partially shows that discipline affects employee performance by 5,8% and partially organizational culture affects employee performance by 43,2%. The results of the study silmutaneously show that discipline and organizational culture have a positive and significant effect on employee performance at PT Telkom Indonesia (persero) Tbk Medan by 49% while the remaining 51% is influenced by another factors not examined in this study.

Keywords: *Organizational Culture, Discipline, Employee Performance, Human Resource*