

ABSTRACT

In the era of intense global competition, human resources are considered as one of the most important factors in creating the sustainability, credibility and public trust of an organization. The emphasis on human resources as a valuable asset in organizations focuses more on intangible rather than tangible resources. This study aims to analyze organizational culture, organizational commitment and job satisfaction have on employee performance at PT Primaraya Solusindo.

This research uses quantitative methods with descriptive and causality research types. Sampling was carried out using the probability sampling method with the type of sample using slovin for data collection and the number of respondents was 61 respondents. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

The results of the study partially show that organizational culture has a positive and significant influence on employee performance, organizational commitment has a positive and significant influence on employee performance, job satisfaction has a positive and significant influence on employee performance. Simultaneously, organizational culture, organizational commitment, and job satisfaction have a significant influence on employee performance. The influence of the independent variables namely organizational culture, organizational commitment and job satisfaction on the dependent variable, namely employee performance is 36% while the remaining 64% is influenced by other factors not examined in this study.

Keywords: *Organizational Culture, Organizational Commitment, Job Satisfaction and Employee Performance*