

ABSTRACT

The upstream oil and gas industry still plays an important role in supporting economic growth in Indonesia. However, currently the growth of the oil and gas sector is relatively declining due to mature assets or aging field conditions. The company's operational control and limited employees can be the basic problem that can affect employee performance. One of the efforts to improve employee performance is to take good care and manage human resources. This research was conducted with the aim of analysing how the conditions of organisational culture, job design and HR performance. As well as to determine the effect of organisational culture on employee performance at SKK Migas and to determine the effect of organisational culture on employee performance at SKK Migas partially.

The method used in this study uses quantitative methods with data processing researchers using computer software tools with the SPSS program. For sampling using saturation sampling method, with the number of respondents 50 people. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

Based on the results of descriptive analysis with the help of the SPSS version 27 application, it shows that the results of research on organisational culture, job design and HR performance of SKK Migas are included in the very good category. the results of hypothesis testing, organisational culture has a positive and significant effect on the performance of SKK Migas HR. job design has a positive and significant effect on the performance of SKK Migas HR Based on the coefficient of determination, organisational culture and job design affect HR performance with a value of 55.4% and the rest is influenced by other variables outside the study.

Keywords: *Organizational culture, job design, HR performance.*