

ABSTRACT

The smooth running of a company's operational activities depends on the resources owned by the company, one of which plays an important role is human resources. Human resources can be considered from career development, organizational culture, and employee performance. Effective employee performance in an organization is an effect of the organizational culture itself. This is because organizational culture can be a work guideline that can be a reference for employees to behave in accordance with organizational expectations. The aim of this research is to find out how career development and organizational culture influence employee performance.

This research is descriptive research with quantitative research methods. The sample used in this research was employees of PT Bank Pembangunan Daerah Sumatra, namely 40 respondents. The sampling technique uses the saturated sample method. The data analysis method used in this research is multiple linear regression analysis.

Based on the research results, it was found that career development had a partial and significant effect on employee performance, organizational culture had a partial and significant effect on employee performance, and career development and organizational culture had a simultaneous and significant effect on employee performance

Keywords: *Career Development, Organizational Culture, Employee Performance*