

ABSTRACT

Companies must be able to increase profits every year. Human resources (HR) are important and main so that this can be achieved. Because human resources are the driving force of company activities. Companies are also obliged to implement an organizational culture so that the beliefs and values within the company can regulate human resources and become supporters of carrying out the strategies created. Organizational culture also influences employee performance. Apart from organizational culture, extrinsic motivation can also be used as a factor that can improve employee performance. The aim of this research is to find out how organizational culture and extrinsic motivation influence employee performance.

This research is descriptive and verification research with quantitative research methods. The sample used in this research was employees of the Perumnas Paseh Soreang Project, namely 35 respondents. The sampling technique uses the saturated sample method. The data analysis method used in this research is multiple linear regression analysis.

The research results show that organizational culture, extrinsic motivation and employee performance are in the very good category. Based on the results of statistical tests, it was found that organizational culture and extrinsic motivation simultaneously and partially had a significant influence on the performance of Perumnas Paseh Soreang Project employees.

Keywords: Organizational culture, extrinsic motivation, employee performance