

ABSTRACT

Bank Muamalat Purwokerto is the first bank in Indonesia to apply Islamic Sharia principles in its operations. Human resources are an important factor in organizations, both institutions and companies, which must be managed well to increase effectiveness. Factors that can influence include organizational culture, organizational commitment, and employee performance themselves. This research aims to determine the influence of organizational culture and organizational commitment on the performance of Bank Muamalat Purwokerto employees.

This type of research is quantitative research with descriptive and causal methods with 33 respondents from Bank Muamalat Purwokerto employees. This research uses multiple linear regression analysis with the help of the SPSS version 29 application.

The results of the analysis show that organizational culture, organizational commitment and employee performance are in the good category. The results of partial hypothesis testing show that organizational commitment has a significant effect on employee performance, while organizational culture does not have a significant effect on employee performance. Organizational culture and organizational commitment have an influence of 66.2% on employee performance, while the remaining 33.8% can be influenced by other variables not discussed in this research.

Keywords: *Organizational Culture, Organizational Commitment, Employee Performance.*