

ABSTRACT

This research is motivated by the issue of declining employee performance at PT Wadja Karya Dunia during the period 2019-2022, where no employees reached the Very Good category. In 2019, 11 employees were in the adequate category and 64 employees in the good category, whereas in 2020 and 2022, there was a decline in the good category. This research aims to analyze the influence of organizational culture and work discipline on employee performance at PT Wadja Karya Dunia.

The research method used is descriptive quantitative with a positivistic approach, where data is collected in numerical form and analyzed using statistics. The data is processed and presented in the form of graphs and tables for easier understanding.

The results of the study show that the organizational culture and work discipline at PT Wadja Karya Dunia are in the good and adequate categories. Statistical analysis shows that organizational culture and work discipline simultaneously have a significant effect on employee performance. It is recommended that the company improve work discipline through employee evaluation, and future researchers are expected to study other factors that have not been discussed in this research to broaden the reference.

Keywords: *Employee Performance, Organizational Culture, Work Discipline.*