

## **ABSTRACT**

*The millennial generation, or commonly known as generation Y, is a generation born in 1980-1995. A generation tends to have a lot more in common than just the year of birth. Millennial employees tend to look for workplaces that support creativity, innovation, and opportunities for growth. In 2020 alone, there were 925,546 millennials in the city of Bandung. This is one of the points that companies need to pay attention to in managing their human resources with the many developments in information technology in the current era. At the company PT. XYZ there are a total of 56 millennial employees who have dropped in the last 10 months, starting from October 2024. The decline in employee performance was also affected with an average decrease of 6.82% in the range of August to October 2024. Companies can start paying attention to their organizational environment to evaluate employee performance. Other research says that there are several aspects that affect employee performance, some of which are organizational culture and job satisfaction.*

*To examine more deeply the decline in the number of employees and employee performance at PT. XYZ, the author intends to explore the organizational culture and job satisfaction of millennial employees at PT. XYZ. The focus of this research is to understand how these two variables affect employee productivity and retention. It will look at how these organizational culture and job satisfaction affect employee performance through a quantitative approach to test the relationship between the variables. It is hoped that this research can provide a deeper picture of the influence and relationship, and is expected to inform interested parties in business about variables that can increase employee productivity and retention.*

**Keywords:** *Organizational Culture, Job Satisfaction, Employee Performance, Millennial Generation*