

ABSTRACT

This study aims to determine the effect of budaya organisasi and disiplin kerja on employee performance at PT. PLN (Persero) Distribusi Jawa Barat. The research method used is descriptive and verifikatif with the number of sample of 157 respondents. Data collection techniques used observation, interview and spread the questionnaire. Data analysis method used is multiple linier regression analysis, multiple correlation analysis, coefficient of determination analysis and hypothesis test.

Partially the maghnitude of the organization culture on employee performance at PT. PLN (Persero) Distribusi Jawa Barat amounted 36,8% and the magnititude of work discipline on employee performance at PT. PLN (Persero) Distribusi Jawa Barat by 34,3%. Simultaneously, the effect of organization culture and work discipline on employee performance is 71,1 % and the remaining 28,9% is unfluenced by other factors not examined by the author.

Keywords: Organizational Culture, Work Dicipline, Employee Performance