

ABSTRACT

This study aims to determine how much influence Organizational Culture and Organizational Commitment have on the performance of employees of the Cilegon City Population and Civil Registration Service both simultaneously and partially.

This study uses a quantitative approach. The research method used is descriptive and verification. The sampling technique used is non-probability sampling with a total sample of 56 people. The analytical method used is multiple linear regression analysis, multiple correlation analysis, analysis of the coefficient of determination, and hypothesis testing using the SPSS 25 program.

The results of the study simultaneously show that organizational culture and organizational commitment to employee performance are 30,9% while the remaining 27% are influenced by other variables not examined. Partially, it shows that organizational culture has a positive and significant effect on employee performance by 0.3% and organizational commitment has a positive and significant effect on Organizational Commitment by 30.6%. So it can be concluded that Organizational Culture and Organizational Commitment to employee performance.

Keywords: Organizational Culture, Organizational Commitment, and Employee Performance