

## ***ABSTRACT***

*This research aims to determine the influence of work discipline, organizational culture, and organizational commitment on employee performance. The research method used is descriptive and verification methods. The sample used in this research was a saturated sample with a total sample of 60 respondents. Data collection was carried out by observation, literature research, and distributing questionnaires using a 5-point numerical scale for 39 indicators. The analytical method used is the Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, and coefficient of determination using the Statistical Package for Social Science (SPSS) program. The results of this research show that work discipline, organizational culture, organizational commitment and employee performance can be said to be poor. Based on the direct influence analysis, it shows that simultaneously the variables of work discipline, organizational culture and organizational commitment have a positive and significant influence on employee performance by 63.9%. Partially, the results obtained were that the work discipline variable had a positive and significant effect of 25.7% on employee performance, organizational culture had a positive and significant effect of 21.1% on employee performance, and organizational commitment had a positive and significant effect of 17.1% on performance. employee.*

***Keywords: Work Dicipline, Organizational Culture, Organizational Commitment, and Employee Performance***