

ABSTRACT

This study was conducted to determine the influence of organizational culture and job satisfaction on the performance of PT employees. Inti Pindad Mitra Sejati Bandung. In this study, employee performance problems found at PT were found. According to Pindad Mitra Sejati Bandung, the problem of this study is that the performance of employees is not optimal due to the low organizational culture and job satisfaction of PT employees. Inti Pindad Mitra Sejati Bandung. Organizational culture and job satisfaction are factors that are thought to influence employee performance. This study was conducted on the basis of performance assessment data of PT employees. Inti Pindad Mitra Sejati Bandung obtained a sufficient category on employee performance assessment data showing employee performance at PT. Inti Pindad Mitra Sejati Bandung is not good. The research methods used are descriptive and verifiative methods with a sample of 58 respondents. The data analysis methods used are validity test and reliability test, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation and coefficient determination using SPSS Statistic 26 assistive tools. The results of the study showed that there is a positive and significant influence between organizational culture and job satisfaction on employee performance. The magnitude of the influence of Organizational Culture and Job Satisfaction on Employee Performance simultaneously was 64.1%. While partially the influence of Organizational Culture on Employee Performance was 33.5%, the effect of Job Satisfaction on Employee Performance was 30.6%.

Keywords: Organizational Culture, Job Satisfaction and Employee Performance