

ABSTRACT

In this study, employee performance problems were found in the Youth and Sports Service of West Java Province, the problem of this study is the suboptimal employee performance caused by low work discipline and organizational culture in employees of the Youth and Sports Service of West Java Province. Work discipline, and organizational culture are factors that are thought to influence employee performance. This study was conducted based on employee performance assessment data at the Youth and Sports Service of West Java Province obtained a moderate category in employee performance assessment data which showed that employee performance at the Youth and Sports Service of West Java Province was not good. The research method used is descriptive and verification methods. The sampling technique used is non-probability sampling which uses incidental sampling techniques with a sample size of 52 respondents. The data analysis methods used are validity and reliability tests, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing using SPSS Statistic 26. The results of the study indicate that there is a positive and significant influence between work discipline on Employee Performance at the Youth and Sports Office of West Java Province and organizational culture on Employee Performance at the Youth and Sports Office of West Java Province. The magnitude of the influence of work discipline, and organizational culture on employee performance simultaneously is 67.1%. While partially the magnitude of the influence of work discipline on employee performance is 46.5%, and the influence of organizational culture on employee performance is 20.6%.

Keywords: *Work Discipline, Organizational Culture and Employee Performance*