

ABSTRACT

This study aims to analyze the effect of organizational culture and work discipline on employee performance. The independent variables in this study are organizational culture and work discipline, while the dependent variable is employee performance. The research method used is a quantitative method with descriptive and verificative approaches. The population in this study consists of employees, with a total sample of 60 respondents determined using a saturated sampling technique. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of SPSS software. The results of the study indicate that partially, organizational culture has a positive and significant effect on employee performance, and work discipline also has a positive and significant effect on employee performance. Simultaneously, organizational culture and work discipline have a significant effect on employee performance. Based on these findings, it can be concluded that improving a strong organizational culture and implementing high work discipline can enhance employee performance optimally. Therefore, companies are expected to strengthen organizational values and improve work discipline to achieve better performance.

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