

ABSTRACT

Telkom Regional 1 Sumatera serves customers covering service areas across of Sumatra with the main product is Indihome. The employee's performance becomes a concern for the company. Telkom Regional 1 Sumatera do valuation of the employee's performance every year to evaluate and improve the employee's performance. Organizational culture is one of factor that causes the human resources have excellent performance. The research goal is determine how much influence the organizational culture on employee performance at Telkom Regional 1 Sumatera.

This type of research is descriptive and causal research using quantitative research methods. Data were collected by using questionnaire, total population was 226 people with total sample counted 70 people by convenience sampling technique..

Result of descriptive research organizational culture of Telkom Regional 1 Sumatera is 87,24% including in very good category, and employee's performance is 86,44% in very good category. Organizational culture has an influence of 55.5% on the employees's performance of Telkom Regional 1 Sumatera, and 44.5% is influenced by other variables that are not examined.

Result this research, Telkom Regional 1 Sumatera is suggested to always give motivation to employees about the importance of courage in taking risk. Creating relationships between employees and leader so that trained employees take risks in doing their work. And should increase the skill of employees by giving more exercise for the results of work in accordance with the goals and targets of the company.

Keywords: *organizational culture and employee's performance, motivation, risk taking, and job knowledge.*