

ABSTRACT

This research aims to determine the effect of organizational culture on employee performance in Agen unit Tele Account Management PT Telekomunikasi Indonesia regional VII Makassar. The company might use the finding of this research to understand how organizational culture could affect employee performance, as well as to understand the importance of organizational culture on performance.

This research uses quantitative method with multiple linear regression analysis technique. Using kuesioner from 54 Tele Account Management unit of PT Telekomunikasi Indonesia regional VII Makassar used for data collection, with sample saturated as sampling method. In this study, the entire population was used as a sample of the study.

Based on the results of the calculation of the partial test results obtained on clan culture (X1) has effect and not significant impact, culture Adhocracy (X2) has not effect and significant impact, market culture (X3) has effect and significant impact and hierarchy culture (X4) has not effect and significant impact. Organizational culture (X) simultaneously has significant effect on employee performance (Y).

The implementation of the overall organizational culture is included in the "Excellent" category. The performance process of employees in the Tele Account Management Unit as a whole belongs to the category of "Very Good". Based on the variables measured simultaneously, the implementation of organizational culture consisting of clan culture, adhocracy culture, market culture, and hierarchy culture have a significant influence on employee performance at Unit Tele Account Management Makassar. While the variables are measured partially there is one variable that has an effect on employee performance is the market culture.

Keywords: *clan culture, culture Adhocracy, market culture, hierarchy culture, employee performance*