

ABSTRACT

In relation with company objective for “The King of Digital” , PT. Telekomunikasi Indonesia Tbk, has conducted transformation in all aspects where one of them is human resources Transformation through Telkom Corporate University as one of Telkom’s investment in manpower aspect and also transformation of organization culture through The Telkom Way. These two transformations are very important since these are factors influencing performance.

The role of culture implementation at Telkom Corporate University is very critical to generate Great Leader, Great People and Global Standard at Telkom Group. Culture activation and implementation at Telkom Corporate University is massively performed by culture community of Maung CorpU (Manusia Unggul) with its programs and activities. In a line with this culture implementation at Telkom Corporate University there was a significant performance improvement especially in year 2016, so it needs investigation to know how strong company culture at Telkom Corporate University works, how high employee performance runs at Telkom Corporate University and how big such organization culture both simultaneously and partially effects to employee performance at Telkom Corporate University.

The data analysis technic of this research was descriptive and path analysis. Path analysis calculation was supported by software SPSS version 20. Unit Analysis of this research was 137 people who were employees of Telkom Corporate University. Sampling technic in this research was *proportionate stratified random sampling*. Data were collected through questionnaires consisting of 46 questions related with organization culture by Denison (involvement, consistency, adaptability, mission) and employee performance by Gomes.

Descriptive analysis result showed that organization culture factors by Denison was overall categorized as very strong with average percentage 81.30%. Partially, involvement was categorized as very strong with 83.55%, consistency was categorized strong with 78.85%, adaptability was categorized as very strong with 83.57% and mission was categorized as strong with 79.41%. Employee performance variable was in high strong category 83.57%. Track Analysis result showed that there were two variables effecting insignificantly to employee performance of Telkom Corporate University : consistency variable and mission variable. On the other hand for involvement and adaptability variable found simultaneously showed significant and was in a line with employee performance at Telkom Corporate University 51.3%, whereas partially involvement variable showed significant 21.6% and adaptability showed significant 29.7% to employee performance of Telkom Corporate University.

Keyword: Denison organization culture, employee performance.