

## **ABSTRACT**

*The Telkom Institute of Technology Purwokerto is one of the universities in Purwokerto and became the first Institute of Technology in Central Java. The conditions experienced by the Purwokerto Institute of Technology related to the organizational culture found by the author through the preliminary study show that perceptions of organizational culture are high. However, when viewed from the performance of its employees, the performance of employees of the Telkom Institute of Technology in Purwokerto has decreased.*

*This study aims to find out how the organizational culture at the Telkom Institute of Technology in Purwokerto, how the performance of employees and know the influence of organizational culture on the performance of employees of the Telkom Institute of Technology in Purwokerto.*

*The method in this study uses quantitative methods with the type of causal descriptive research. Sampling uses a non probability sampling method with a saturated sampling technique, which is taking the entire population of 75 respondents. Data from this study were obtained through the distribution of questionnaires to permanent employees of the Telkom Technology Institute in Purwokerto. The data analysis technique used in this study is descriptive analysis and simple linear regression to interpret the results of the study.*

*Based on data processing performed, it shows that organizational culture and employee performance are in the high category. The organizational culture at the Telkom Institute of Technology in Purwokerto has a significant positive effect on the performance of employees of the Telkom Institute of Technology in Purwokerto.*

*Management of the organizational culture and performance of the right employees will help companies or organizations in managing their human resources in order to work optimally and achieve the targets set.*

**Keyword:** *Organizational Culture, Employee Performance*