

### **ABSTRACT**

*The movement of PT ALENATEX employee performance in good category, although the production results in PT ALENATEX decreased in the year 2016-2018 compared to the previous year. And when comparing in three years of production, employee performance tends to fluctuate. Therefore, research needs to be held to determine the cause of the decline that occurred in PT ALENATEX.*

*Through this research will be conducted factors that can affect the performance of employees of PT ALENATEX, namely organizational culture variables. Where in the organizational culture there are 5 dimensions of research, namely discipline, accuracy, friendliness, responsiveness, and coordinating.*

*This research is done by quantitative methods with the type of descriptive and causal research. The samples used in this study amounted to 60 people. Data collection is conducted through the dissemination of questionnaires through a visit to 60 respondents who are employees at PT ALENATEX. Data processing questionnaire was done using IBM SPSS software version 22.*

*Based on the results of data processing, it can be noted that the organizational culture has significant effect on the employees ' performance at PT ALENATEX.*

*Based on the results of the research, then to improve employee performance needed implementation of good organizational culture, tailored to the organizational culture expected by the employees.*

**Keywords:** *organizational culture, performance, employees*