

## **ABSTRACT**

*Human resources are the foundation for the company in achieving company goals. One of the ways that can be done by companies to be able to manage and improve the quality of performance of their human resources is that with an internalized organizational culture will provide the ability to minimize deviation and the ability to adapt to unexpected situations is expected to improve performance.*

*This research was conducted to determine the effect of Organization culture on employee performance at BMT Al Himah Semesta Jepara. The purpose of this study is to find out how the Organization culture and employee performance at BMT Al Himah Semesta Jepara, and how the organization culture influences the company. This study uses a quantitative method and causal descriptive research. Using probability sampling method. The data analysis technique used is descriptive analysis and simple linear regression analysis.*

*Based on the results of the study show that the organization culture has a positive and very significant effect on employee performance at BMT Al Hikmah Semesta Jepara. In this study, the value of the coefficient of determination value is 47.5% and the rest of 52.5% is influenced by other variables which is not examined in this study. The conclusion of this research is BMT Al Himah Semesta Jepara included in the good category.*

**Keywords: Organization Culture, Employee Performance, Human Resources**