

ABSTRACT

SMA Telkom Bandung is a school that is equipped with various IT-based facilities to support a good teaching and learning process. SMA Telkom Bandung assesses teacher performance with the "DITA" application which is carried out every semester, and from the perspective of students no one has reached the tulada category, and from the principal's perspective the assessment of the tulada category is still below the target set by the school management. Good performance can be supported by a good organizational culture and work environment. Organizational culture and work environment can have an influence on the performance of its resources.

The purpose of this study was to determine the organizational culture and work environment at SMA Telkom Bandung, as well as whether organizational culture and work environment have a partial or simultaneous influence on teacher performance at SMA Telkom Bandung.

The method used in this study is a quantitative method. The data collection technique used in this research is to use secondary data and primary data and also conduct interviews with the Principal of SMA Telkom Bandung. The sampling method used is non-probability sampling with saturated sampling. In this study, using descriptive analysis techniques and multiple linear analysis, with hypothesis testing using the T test, F test, and the coefficient of determination.

Based on the results of the research and the results of responses from respondents, the variables of organizational culture, work environment, and teacher performance are at the level of the "Very High" category. This study found that 56.8% was the influence of organizational culture and work environment on teacher performance. The results of this study are expected to be used as evaluation material for schools in managing organizational culture, work environment, and teacher performance.

Suggestions that can be given referring to the results of this study for SMA Telkom Bandung are for teachers with school management support to maintain the cultural implementation that has been carried out so far, it is hoped that the school will maintain existing physical assets by maintaining or increasing the budget for asset investment, In the future, schools need to periodically and consistently evaluate the planning of learning programs and their implementation.

Keywords: *Organizational Culture, Work Environment, Teacher Performance*