

ABSTRACT

The merger of PT. Sang Hyang Seri (Persero) and PT. Pertani (Persero) recorded in Government Regulation (GR) Number 98 of 2021 signed by Jokowi on September 15, 2021, is expected to strengthen developments in the national agricultural sector. PT. Sang Hyang Seri (Persero) also changed the organizational culture, which was previously oriented towards KCC-FAST to refer to the core values of SOEs, namely AKHLAK. This study aims to determine the influence of organizational changes and organizational culture in the performance of PT. Sang Hyang Seri (Persero).

Factors tested in variables (X1) Organizational change Developmental change, Transitional change, Transformational change. Variable (X2) Organizational culture Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative. Then variables (Y) Employee performance Quantity of work, Quality of work, Job knowledge, Creativeness, Cooperation, Dependability, Initiative, Personal qualities. The population in this study was the entire karywan of the head office of PT. Sang Hyang Seri (Persero).

The sampling technique used is saturated sample. The total number of employees is 103 and is used as respondents to answer questions using google form. Testing the coefficient of determination showed that organizational change (X1) and organizational culture (X2) had an influence on employee performance by 64%, while another 46% were influenced by variables other than organizational change and organizational culture that were not described in this study. The results of this study show that organizational changes and organizational culture and employee performance have a positive effect. In the merger period, organizational changes cannot run well if they are not juxtaposed by the existence of an organizational culture to get good performance in the company.

Keywords: *Organizational changes, Organizational culture, Employee performance*