

## **ABSTRACT**

*In facing competition in the global era, companies are required to work more efficiently and effectively. A company is an organization that brings together people who are usually called employees or staff to carry out the company's household production activities. PT Sharp Semiconductor Indonesia (SSI) is a company engaged in the field of electronic components, namely carrying out the production process with products in the form of semiconductors. This company is a company that is purely owned one hundred percent by a foreign company, namely a Japanese company.*

*The purpose of this study was to determine how work discipline and organizational culture affect employee performance at PT Sharp Semiconductor Indonesia and to determine how work discipline and organizational culture affect employee performance at PT Sharp Semiconductor Indonesia.*

*This study uses a quantitative approach with a descriptive analysis research type. The sampling technique and the number of existing populations use probability sampling techniques with the simple random sampling method, then to find out the number of samples the researcher uses the slovin formula, the number of samples in this study is 164 respondents. Data analysis was carried out using multiple linear regression analysis with the help of SPSS software version 29.*

*The results of the study showed that work discipline and organizational culture have a significant positive influence both partially and simultaneously. Based on the results of the coefficient of determination, it was found that work discipline and organizational culture as independent variables were able to provide a significance of 90.6% on the dependent variable, namely employee performance at PT Sharp Semiconductor Indonesia.*

**Keywords:** *Work Discipline, Organizational Culture, Employee Performance, Human Resources.*