

## **The Effect of Organizational Culture on Employee Performance at PT. Sipatex Putri Lestari**

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### **Abstract**

In a company there is one important asset that will determine the success of the company, there is human resources. Of course, employees must have excellent performance in accordance with the company's quality target or standards. One of the factors that determine performance results is the application of an organizational culture. The purpose of this study was to determine the influence of organizational culture on employee performance at PT Sipatex Putri Lestari Majalaya Bandung. This research uses descriptive and causal research with a quantitative approach. The population in this study were all employees of PT Sipatex Putri Lestari Majalaya Bandung,

amounting to 1,900 employees. Then, the sampling technique used Probability Sampling, by taking a random sample of 95 employees based on the calculation of the Slovin formula. The research data sources consist of primary and secondary data. Data collection techniques consist of field studies and literature studies. Data analysis was performed by means of simple linear regression, hypothesis testing (t test), and coefficient of determination (R test). The results showed that Organizational Culture (X) was in the Good category, and Employee Performance (Y) was also in the Good category. Based on the results of data analysis showed that Organizational Culture (X) has a positive and significant effect on Employee Performance (Y).

**Keywords**

Human, Resource, Organizational Culture, Employee, Performance.