

ABSTRACT

This study examines the Effect of Person Organization Fit on Employee Performance with Organizational Culture as a Moderating Variable (Study at PT BPR BKK Kendal (Perseroda). The specific objective of the study was to examine how the Effect of Person Organization Fit on Employee Performance with Organizational Culture as a Moderation Variable (Study at PT BPR BKK Kendal (Perseroda).

The population in this study were 135 permanent employees of PT BPR BKK Kendal (Perseroda). In this study using data collection using questionnaires and unstructured interviews. Questionnaire as a tool to obtain raw data by providing questions aimed at employees of PT BPR BKK Kendal (PERSERODA). Distribution of questionnaires distributed directly.

The results showed that person organization fit had a positive and significant influence on employee performance with a significance value of 0.000 which was less than 0.05 while organizational culture had a positive and significant influence on employee performance with a value of 0.006 which was less than 0.05 and organizational culture did not moderating and negative influence of person organization fit on employee performance with a significance value of 0.474 which is more than 0.05.

Keywords: *person-organization fit, organizational culture, employee performance*