

ABSTRACT

This study aims to analyze the influence of organizational culture on employee performance with organizational learning as an intervening variable in employees of the garment division of PT.X. The population used in this study is all employees of the garment division. The number of samples used in this study was 150 respondents with the characteristics of permanent employees with a service period of more than one year.

Data collection is carried out by distributing questionnaires to the selected samples through the sampling method, namely probability sampling with a sample determination technique, namely simple random sampling. Measurement of questionnaire samples using Likert scale. Five (5) points and hypotheses in the study were tested using the SEM (Structural Equation Modelling) method, a multivariate statistical analysis method with the help of computer software in the form of the SmartPLS program version 4.0.9.6.

The results of the analysis on statistical tests show that organizational culture variables have a positive and significant effect on employee performance. In addition, it is also known that organizational learning variables can mediate the relationship between organizational culture and employee performance.

Keywords: organizational culture, organizational learning, employee performance