

ABSTRACT

This research was conducted at PT Perkebunan Nusantara IX Divisi Tanaman Tahunan by existence of decrease in employee performance, and supported research gaps that showed different results. So, the purpose of this research is to determine the influence of organizational culture on employee performance through employee development.

Data was collected through questionnaires to 53 employees with sensus sampling method. The techniques of data analysis in this research includes the test of validiy, reliability, classical assumptions, multiple regression, and Sobel test to examine the mediation effect.

The results of analysis and discussion indicates that organizational culture have positive and significant effect on employee performance, employee development have positive and significant effect on employee performance. Furthermore, employee development is proven as mediator relathionship between organizational culture on employee performance.

Keywords: organizational culture, employee development, performance.