

ABSTRACT

This research aim to determine the influence of organizational culture, reward, organizational commitment on the employee performance. However employee performance is the most important asset of all there was a problem of decreasing employee performance at PT. Telekomunikasi Indonesia Divisi Regional IV Semarang Metro. Research gap from the previous research also becomes the background of this research.

The data in this research were collected throught questionnaires that implemented to 76 permanent employees of PT. Telekomunikasi Indonesia Regional Iv Semarang Metro. Analysis of the data in this research using multiple regression analysis. The program data using SPSS 23 program.

This research indicated than organizational culture have positive and significant effect on employee performance, reward had no significant effect on employee performance, organizational commitment have positive and significant effect on employee performance. With total determination test, organizational culture, reward, organizational commitment also give 41,1% contribution to te variety of employee performance.

Keywords: organizational culture, reward, organizational commitment, employee performance