

ABSTRACT

This research is motivated by the existence of research gaps of previous researches, where there is a difference between the results of one research with other researchers. This research aimed to analyze the effect of work motivation, organizational culture, and organizational commitment to employee performance of PT Bernas Mulia Sakti in the office and sub-office.

This research used a saturated or census sampling method. The sample of this research is the whole of the population that is numbered 54 employees in the office and sub-office. The analysis method used is multiple linear regression.

Based on statistical data analysis, found that most influential variable is the variable of organizational commitment of 0.488, while the least influential variable is the variable of work motivation of 0.330.

Keywords: Work motivation, organizational culture, commitment organizational, employee performance.