

ABSTRACT

The management of a restaurant not only promote an interest display of food and service, but also requires the management of human resources is appropriate. This study aims to explain how the variables influence of organizational culture, motivation, and organizational commitment to the employee performance on Geole restaurant employee who has 2 branches in Semarang well as to determine which variables are the dominant influence of the three variables of organizational culture, motivation and organizational commitment to performance of employees in the employee Geole Semarang.

The data in this study were collected through a questionnaire distributed to 32 employees at the restaurant Geole Semarang. The technique of testing data used in this study include the instrument test (reliability test, validity test), the classical assumption test (normality test, heteroscedasticity, linearity test), multiple linear regression analysis, T-Tests, F Test and Coefficient of Determination Test (R^2) with SPSS 17.0.

The results of this study indicate that organizational culture has a positive and significant effect on employee performance, motivation and a significant positive effect on employee performance and organizational commitment in a positive and significant influence on employee performance. Variable organizational culture, motivation and organizational commitment regression coefficient is positive (+) indicates a unidirectional relationship, in other words, organizational culture, motivation and organizational commitment will improve the performance of employees at the Geole restaurant. Correlation or relationship between organizational culture, motivation and organizational commitment to employee performance in Geole restaurant is very strong at ($r = 0.862$) and the coefficient of determination or R-square is a figure of 0.743.

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