

## ***ABSTRACT***

*This study aims to examine the influence of Organizational Culture and motivation to increase the performance of individual employees. Organizational culture contains norms and values beliefs that guide the behavior of members of the organization. Therefore, organizations should have to provide a vehicle for employees to internalize the culture so that they are able to apply them in work..*

*The research was carried out on one of telecommunication companies in Semarang. The method used a method of distributing the survey through questionnaires. From a population of 1548 persons, using proportional random sampling techniques, the number of samples obtained as many as 94 persons. Regression analysis is used as a quantitative analysis. Regression results show the influence of Organizational Culture on Employee Performance with the 0,442 through the summation of the standardized beta coefficients.*

*The results of calculation of the coefficient of determination showed that 44.2% of total change in the dependent variable can be explained by the independent variables. The others of 55.8% is explained by other variables of research model. The results of hypothesis testing indicate a positive and significant influence of the Cultural Organization to Employee Performance. Furthermore, Motivation has an influence in a positive and significant impact on employee performance.*

*Keywords :Organizational Culture, Motivation , Employee Performance*