

ABSTRACT

Being pioneer in telecommunication industry, PT. Telkom has changed into Telecommunication, Information, Media, and edutainment from their basic form namely information and communication industry. This transformation can cause change within employee performance and job satisfaction. Therefore, the aim of this study is to examine the impact of organizational culture, work motivation on job satisfaction and employee performance.

Data was collected from 100 respondents consist of kantor unit PT. Telkom Regional IV Semarang employees who answer the questionnaire. The data was being examined by Structuran Equation Modelling analysis method.

The findings indicated statistically positive significant between variables. The results show that each of organizational culture, motivation and job satisfaction has causal relationship to employee performance.

Keywords : Organizational culture, Job Motivation, Job Satisfaction, Job Performance