

**THE EFFECT OF ORGANIZATIONAL CULTURE ON EMPLOYEE  
PERFORMANCE THROUGH WORK MOTIVATION AS INTERVENING  
VARIABLE  
( Case Study on Plant Section of PG Djombang Baru)**

**ABSTRACT**

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This study aims to analyze and explain the influence of organizational culture on employee performance through work motivation as an intervening variable in the employees of the plant section at the Djombang Baru Sugar Factory. This study uses a quantitative approach , using a saturated sample of 33 respondents . The analysis includes the validity, reliability test, descriptive analysis , analysis of the path ( *path analysis* ) , Sobel test, t test and co efficient determinant, using SPSS 23 . The results showed that organizational culture had a positive effect on employee performance and work motivation variables were able to mediate organizational culture on employee performance .

**Keywords:** Organizational Culture, Employee Performance, and Work Motivation