

ABSTRACT

The Influence of Organizational Culture and Organizational Commitment on the Performance of Tjoekir Sugar Factory Employees

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This study aims to determine and analyze whether there is an influence between organizational culture and organizational commitment on the performance of the employees of the Tjoekir Sugar Factory plant. The sample of this study were employees of the Tjoekir Sugar Factory plant with 36 respondents. This research uses a questionnaire/questionnaire technique. While the analysis used is a quantitative method with multiple linear regression analysis with the help of SPSS 22. Based on the results of the research, the t test shows that the organizational culture variable has a positive and significant effect on employee performance, and the organizational commitment variable has a positive and significant effect on employee performance.

Keywords : Organizational Culture, Organizational Commitment, Employee Performance