

# The Influence of organizational culture and work discipline on employee performance at PT Mitra Pesona Garmen Bogor

Anggi Mawarti<sup>1</sup>, Dwi Gemina, SE., M.Si<sup>2</sup>, Palahudin, SE., ME<sup>3</sup>

<sup>1</sup>, University, Indonesia ;  
<sup>2</sup>, Djuanda University, Indonesia ;  
<sup>3</sup>, Djuanda University, Indonesia ;  
<sup>1</sup>, <sup>2</sup>, <sup>3</sup>;

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## Abstract

**Background** - The importance of human resources in an organization or company is to determine the success of the organizational or company in achieving its goals, because the success or failure of the company in achieving its goals is very dependent on the ability of human resources or employees in carrying out the tasks assigned

**Purpose** - This research aims to analyze and identify the influence of organizational culture and work discipline simultaneously and partially on employee performance

**methodology** - The analytical method used in this research is a descriptive method and multiple linear regression analysis with a quantitative approach

**Findings** - The result of the research show that 1) organizational culture and work discipline simultaneously have a positive and significant effect on employee performance 2) organizational culture partially has a positive and insignificant effect on employee performance 3) work discipline partially has a positive and significant effect on employee performance.

**Originality** - for further research, it is better to use a sample larger than 100 samples in order to obtain a more accurate analysis. In addition, this study can be used as a reference for further research and can be a reference for the development of science related to organizational culture, work discipline and employee performance, including those not in the study influenced by other factors that were not studied such as ability and expertise, knowledge, work plans, personality, work motivation, leadership style, job satisfaction, work environment, loyalty and commitment.

Keywords: organizational Culture, Work Discipline and Employee Performance

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