

## **ABSTRAK**

Tujuan penelitian ini untuk menguji dan menganalisis pengaruh budaya organisasi, dan komitmen organisasi terhadap kinerja terhadap kinerja pegawai Departemen Sumber Daya Manusia Bank Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan metode penelitian deskriptif dan eksplanatif, yang menjadi populasi dalam penelitian ini adalah 150 pegawai Departemen Sumber Daya Manusia di Bank Indonesia. Pemilihan sampel dilakukan dengan teknik *Accidental Sampling (Convenience sampling)* sehingga ditentukan sebanyak 109 responden. Penelitian ini dianalisis dengan menggunakan medel regresi linear berganda dengan bantuan program SPSS. Variabel bebas terdiri budaya organisasi dan komitmen organisasi, sedangkan variabel terikat adalah kinerja pegawai. Hasil penelitian menunjukkan bahwa budaya organisasi, dan komitmen organisasi secara parsial maupun secara simultan memiliki pengaruh yang signifikan terhadap kinerja pegawai Departemen Sumber Daya Manusia di Bank Indonesia.

Kata Kunci: Budaya Organisasi, Komitmen Organisasi, dan Kinerja Pegawai

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*The purpose of this study was to examine and analyze the influence of organizational culture and organizational commitment to employee performance to the performance of the Human Resources Department of Bank Indonesia. This study uses a quantitative approach with a descriptive and an explanatory research method, the population in this study was 150 employees of the Department of Human Resources at Bank Indonesia. Sample selection is done by Accidental Sampling (Convenience sampling) technique that is determined as much as 109 respondents. This research was analyzed using multiple linear regression models with SPSS. Independent variables consist of organizational culture and organizational commitment, while the dependent variable is the performance of employees.*

*The results showed that organizational culture and organizational commitment partially and simultaneously have a significant influence on the performance of employees of the Department of Human Resources at Bank Indonesia.*

**Keywords:** *Organizational Culture, Organizational Commitment and Employee Performance*