

ABSTRACT

THE INFLUENCE OF WORK CULTURE, ORGANIZATIONAL COMMITMENT AND JOB PLACEMENT ON EMPLOYEE PERFORMANCE

*(A Study on employees who have the status of Civil Servants (PNS) at the
Tasikmalaya City Education Authorities)*

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The purpose of this study is to find out and analyze the influence of work culture, organizational commitment, and job placement on the performance of employees who have the status of civil servants in the Tasikmalaya City Education Authorities. The research method used is a survey method, data obtained directly through questionnaires to 81 respondents taken from 101 employees who are civil servants at the Tasikmalaya City Education Authorities. Sampling using Random Sampling and the analysis method used in this study is multiple linear regression analysis. Based on the results of the study, it shows that Work Culture, Organizational Commitment, and Job Placement have a positive and significant effect on the performance of employees who have the status of civil servants in the Tasikmalaya City Education Authorities. Based on the results of the analysis, it is known that the work culture, organizational commitment and work placement applied simultaneously and partially have a significant effect on the performance of employees who have the status of civil servants in the Tasikmalaya City Education Authorities.

*Keyword: Work Culture, Organizational Commitment, Job Placement and
Employee Performance*