

## ***ABSTRACT***

### ***ANALYSIS OF COMPETENCE, WORK EXPERIENCE, AND ORGANIZATIONAL CULTURE IN IMPROVING EMPLOYEE PERFORMANCE (Study at the Regional Financial and Asset Agency (BKAD) of Bandar Lampung City)***

**Andiyasa Elanda**

Master of Management Study Program, Institut Informatika dan Bisnis Darmajaya  
Jl. Z.A. Pagar Alam No.93 Labuhan Ratu, Bandar Lampung 35142  
Phone: (0721) 700261, 781310  
E-mail: yusdanimaulana@gmail.com

*This study aims to analyze the influence of competence, work experience, and organizational culture on employee performance at the Regional Financial and Asset Agency (BKAD) of Bandar Lampung City. A quantitative approach rooted in positivism was used, with questionnaires as the primary data source and secondary data obtained from internal organizational documents. The population consisted of 98 civil servants (ASN), and the sample was determined using purposive sampling and the Slovin formula, resulting in 79 respondents who met the criteria: ASN/PPPK status, a minimum of two years of work experience, and involvement in technical, administrative, or functional tasks.*

*The data were collected through questionnaires, interviews, and observations, supported by literature research to strengthen the theoretical foundation and analysis. The data were processed using inferential statistical methods to examine both partial and simultaneous effects among variables.*

*The results indicate that: (1) competence has a significant influence on employee performance; (2) work experience contributes significantly to performance improvement; (3) organizational culture has a positive and significant effect on performance; and (4) competence, work experience, and organizational culture simultaneously have a significant impact on employee performance at BKAD Bandar Lampung City. These findings confirm that performance enhancement can be achieved through strengthening individual capacity, accumulated work experience, and creating a supportive organizational environment.*

**Keywords:** competence, work experience, organizational culture, employee performance, BKAD Bandar Lampung City.