*ABSTRACT*

*PERFORMANCE STUDY APPROACH TO NURSE PONKESDES ORGANIZATIONAL CULTURE IN THE DISTRICT*

*TUBAN AND LAMONGAN*

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**Introduction:** national problems faced by Indonesia today is the handling of the low quality of Human Resources (HR). HR issues that need attention is the problem of performance. Performance is the rate of success in carrying out the task, as well as the ability to achieve the intended purpose. The purpose of this study was to determine the effect of individual factors, organizational factors, and factors of organizational culture on Nurses Performance Ponkesdes in Tuban and Lamongan district. **Methods:** The study design used is cross sectional study approach. The population used in this study were nurses ponkesdes Tuban and Lamongan district in accordance with the inclusion criteria as much as 55, with a sample size of 48 respondents specified research using simple random sampling technique. The independent variable in this study is the individual factors (abilities and skills), organization of cultural factors and organizational factors, sdeangkan dependent variable is the performance of nurses ponkesdes. Instruments used in data collection in the form of questionnaires and performance assessment form. Research analysis using simple linear regression test. **Results**: This study showed significant organizational factors influence the performance of the p-value (0.027), and the variable factors influence organizational culture significantly on the performance of the p-value (0.000), while the variable individual factors (abilities and skills) no significant effect on the performance of the p-value (0.103). **Discussion:** The approach suggested organizational culture can be a reference DHO in improving health worker performance.

Keywords: organizational culture, Ponkesdes, Performance

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