Abstract: Application of relevant organizational culture in government agencies was made an effort combine, integrate, and synthesize all Civil Servants in it with the goal of achieving optimal performance. It is accordance with the Regulation of the Minister of State for Administrative Reform and Bureaucratic Reform No. 39 of 2012 on Guidelines for Development Work Culture. With the strong organizational culture it is expected to affect the performance of Civil Servants in environment of Government in Padangsidimpuan City. The purpose of this study are to determining the extent of the influence of organizational culture on the performance of the Civil Servants in the Local Employees Human Resources Agency (BKD)In Padangsidimpuan City. Metode research is used in this research is descriptive quantitative method with a sample size of 30 people.Data was collected through direct research, using the methods of literature and questionnaire tool. Then performed with the scale interval scoring, validity and reliability of the data and the correlation regression analysis using SPSS 16. The results of this research to indicate Cultural Organization and Performance of Civil Servants are in good category. Correlation among them is evidenced by the positive and significant value of tcalculate (6.985) is greater than ttable (2.048) and the mean H0 is rejected or Ha accepted. Organizational culture affects the performance of the Civil Servants 63.5%, and a correlation coefficient of 0.797.

Keywords: Organizational Culture, Performance of Civil Servants, Correlation Analysis, Questionnaire, Padangsidimpuan City.