

ABSTRACT

Human resources is a role key for the succes of an organization, included for the banking world, especially syariah banking. The employee performance in an organization is a matter of concern in this describing the effectiveness of the organization. Bank Syariah Mandiri is the syariah banking that have a good employee performance because it proved to got the best employee award at IHCS on 2012. One of the factor affecting employee performance is organizational culture. Bank Syariah Mandiri has an organizational culture that must be applied by every employee of ETHIC consisting of Excellent, Teamwork, Humanity, Integrity and Customer Focus.

The purpose of this research is to know how the organizational culture consist of inovation and risk taking, attention to detail, result orientation, team orientation, aggresiveness, stability and employee performance at Branch of Bank Syariah Mandiri Bendungan Hilir and Pamulang. And also to know the influence of the inovation and risk taking, attention to detail, result orientation, team orientation, aggresiveness and stability on the employee performance either simultaneously or partially.

The population in this study are employees who worked at Branch of Bank Syariah Mandiri Bendungan Hilir and Pamulang, sampling technique using saturated sampling, and obtained 30 respondents. Data collection methods were conducted through the distribution of questionnaires at Branch of Bank Syariah Mandiri Bendungan Hilir and Pamulang, then analyzed using Multiple Linier Regression Analysis Method and hypothesis test.

The results showed that simultaneously the inovation and risk taking, attention to detail, result orientation, team orientation, aggresiveness and stability have a significant effect on the employee performance. Partially, it is found that inovation and risk taking does not a significant effect on the employee performance, attention to detail does not a significant effect but have a positively effect on the employee performance, result orientation have a positively significant effect on the employee performance, team orientation does not a significant effect on the employee performance, aggresiveness does not a significant effect on the employee performance and stability does not a significant effect but have a positively effect on the employee performance.

Based on results of the research,then to improve the employee performance is suggested to improve the result orientation from all aspects. The result of coefficient determination of 59,9% indicates that to improve employee performance suggested add other factors such as motivation, compensation, work dicipline and other factors that may affect on the employee performance.

Keywords : Organizational Culture, Employee Performance and Bank Syariah Mandiri