

ABSTRACT

Human resources is one of the resources that can determine the success of the organization. In order to organization effectively, organizations need a common understanding attitude owned by the employees of the organization, how can every things be done in it, and the way employees behave in accordance with company rules, that's called the organization's culture. Organizational culture is a key component in achieving the mission and effective organization strategy in order to create conducive work environment to up grade quality of employees. The research goal is identify the big impact of organizational culture toward employee at unit Home Service Witel Jabar Tengah in PT. Telekomunikasi Indonesia, Tbk.

The method used in this research is descriptive and causality. While the sampling technique is done by using sampling techniques saturated, all the population used as a sample by respondents as many as 54 people.

Descriptive analysis shows the value obtained was 76.6% so that the culture of the organization included into the strong category, and employee performance based on the perceptions of employees included in the high category with a value of 79.5%. The influence of organizational culture on employee performance at unit Home Service Witel Jabar Tengah PT. Telekomunikasi Indonesia, Tbk amounted to 21.5%, in the meantime the remaining 78.5% is contributed by other variables not examined in the study.

Based on the research, suggested at unit Home Service Witel Jabar Tengah PT. Telekomunikasi Indonesia, Tbk conduct appraisal procedures need to be improved by means of socialization for employees to know clearly the work procedures have been established, the need for supervision of the work done by the company so that the results of the work in accordance with established procedures. In addition the company needs to distribute targets up to individual work clearly through briefings conducted by the leadership or management, guidance targets work is done in detail and clearly so that employees are able to pay attention to the accuracy, analysis and attention to detail. Encouraging the right employees which types of work are determined by training so that employees understand the job that matches the skills of the work that has been determined by the company. In addition the company also needs to motivate employees to work harder to understand the work that is not yet understood by working with fellow members and with superiors.

Keywords: Organizational Culture, Employee Performance, Agressiveness, Outcome Orientation, Job Knowledge, Personal Qualities