

ABSTRACT

Implementation of culture at Telkom Education Foundation becomes very important considering its role to become a model of excellence foundation in education and training based on telecommunication, information, multimedia and edutainment (TIME) in Indonesia and transform to become world class institution. Activists and cultural implementations at Telkom Education Foundation are done massively through the formation of a similar cultural community “Telkom Foundation Bawa Perubahan (TF BAPER)” with various programs and activities. Along with the application of culture in the Telkom Foundation, there is a significant decline in performance, in 2016, the need for a study with the aim to know the strength of corporate culture in the Telkom Education Foundation, How high performance in the Telkom Foundation and How much influence of this organizational culture either simultaneously or partially to the performance of employees at Telkom Foundation.

Data analysis technique used in this research is descriptive analysis and partial least square analysis (PLS). The process of calculating the analysis in this study using the help of Smart PLS 3. The unit of analysis in this study is 64 people who are employees at the Telkom Education Foundation. Sampling technique in this research is saturated sampling or called census. Data were collected using a questionnaire containing 46 related Denison organizational culture (involvement, consistency, adaptability, mission) and employee performance according to Gomes.

Descriptive analysis results show that the organizational culture factors according to Denison as a whole entered into the category very strong, with the average value of 84.31% percentage. Partially, involvement is categorized very strong with value 85,73%, consistency is categorized very strong with value 82,23%, adaptability is categorized very strong with value 83,55%, and mission is categorized very strong with value 85,74%. Employee performance variable entered in very high category with percentage value equal to 82,471%.

The result of PLS analysis shows that there are two variables that have no effect on employee performance in Telkom Education Foundation, that is involvement and mission variable. Meanwhile, consistency and adaptability variables proved to be influential and in line with the performance of employees in Telkom Education Foundation for 3,221 and 5,599 ($> 1,96$), while the involvement and mission variables were not proved to have significant effect and had statistical data of 0,320 and 0,679 ($< 1,96$) on the performance of Telkom Education Foundation employees.

Keywords: Denison's Organizational Culture, Employee Performance, Partial Least Square, Telkom Education Foundation