

## ABSTRACT

*Every organization and company will not be separated from human resource management. Organizational culture is an understanding of people who have the same goals, beliefs, and values. Every organization wants a vision and mission that inspires every member in the organization. PT XYZ is no exception. Although PT XYZ is one of the major garment companies, problems often occur one of which is one of them is the high turnover of employees, especially for sewing operators. According to the operator, this high turnover occurs because of several aspects both in terms of regulations and work culture that are not in accordance with the wishes of operators. Therefore cultural improvement is carried out by considering various aspects of organizational behavior, and evaluating using the Organizational Culture Assessment Instrument (OCAI) method. Based on the results of the study, it was found that cultural perceptions according to operators and staff or management were different so that there was a need for improvement in the culture. In addition, it is hoped that later it can reduce the turnover that occurs in the company.*

**Keywords:** *Organizational Culture, Cultural Improvement, Organizational Behavior, Organizational Culture Assessment Instrument (OCAI)*