

ABSTRACT

This study was conducted to determine the effect of organizational culture on employee performance in PT BERSAMA ZATTA JAYA general affairs division. The purpose of this research is to find out how the organizational culture, how the performance of its employees, and how the influence of organizational culture on employee performance at PT BERSAMA ZATTA JAYA.

This research uses quantitative methods with descriptive-causality research type. Sampling was carried out using a non-probability sampling method of saturated sample types, with 41 respondents. The data analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of partial hypothesis testing, organizational culture has a significant effect on employee performance at PT BERSAMA ZATTA JAYA general affairs division. This is evidenced by $T_{count} > T_{table}$ ($6.381 > 2.022$) with a significance level of $0.000 < 0.05$ ($0.265 > 0.05$) according to the results of the Kolmogrov-Smirnov test. Based on the partial hypothesis test results (t test), it was found that the variables of innovation and risk taking, attention, outcome orientation, people orientation, team orientation, aggressiveness, and stability had a significant effect on the performance of the employees of PT BERSAMA ZATTA JAYA general affairs division. Based on the coefficient of determination found that the organizational culture of PT BERSAMA ZATTA JAYA is able to influence employee performance by 51% and the remaining 49% is influenced by other factors not examined in this study.

The conclusion of this research is that organizational culture at PT BERSAMA ZATTA JAYA general affairs division has entered into a good category, but there are some items that need more attention such as code of ethics and division of tasks in accordance with employees' abilities.

Keywords: Organizational Culture and Employee Performance