

ABSTRACT

JOYCELIN WIJAYA

1501020484

THE EFFECT OF ORGANIZATIONAL CULTURE ON EMPLOYEES' PERFORMANCE AT PT. MULTITEC GLOBAL ENGINEERING

(xv+65pages;6figures, 37tables, 6appendixes)

The purpose of doing this research is to determine whether there is an effect of Organizational culture on Employees' Performance at PT. Multitec Global Engineering.

Employee performance is a reflection of the work that can be achieved by employees in a company, in accordance with their authority and responsibility. A reality that is often found especially on company is that not all employees have optimal performance in carrying out their duties. Not optimal employee performance can be caused because of the poor application of organizational culture.

The data collection techniques used in this study include quantitative, descriptive, and correlation approach, through questionnaires distribution. In addition, the writer used census sampling in collecting data.

There were 35 respondents being asked to answer questionnaires. The data collected are considered valid, reliable, normal and linear. Based on the result of the research, it is stated that the result of counting z test is 4.619 which is higher than z table (1.96). It can be defined that organizational culture has significant effect on employees' performance at PT. Multitec Global Engineering.

At the end of the research, the research showed that there was an effect of Organizational Culture on Employees' performance at PT. Multitec Global Engineering. Hypothesis test showed that there was an influence between organizational culture on employees' performance.

Keywords: Organizational Culture, Employees Performance, Entrepreneurship

References: 28

ABSTRAK

JOYCELIN WIJAYA

1501020484

THE EFFECT OF ORGANIZATIONAL CULTURE ON EMPLOYEES' PERFORMANCE AT PT. MULTITEC GLOBAL ENGINEERING

(xv+65halaman;6figur,37tabel,7appendix)

Penelitian yang dilakukan ini bertujuan untuk menentukan adakah pengaruh Budaya Organisasi terhadap kinerja karyawan di PT. Multitec Global Engineering

Kinerja karyawan merupakan cerminan dari hasil pekerjaan yang dilakukan oleh karyawan suatu perusahaan sesuai dengan wewenang dan tanggung jawab masing-masing. Kenyataan yang sering ditemukan, khususnya pada perusahaan, bahwa tidak seluruh karyawan memiliki kinerja yang baik dalam melakukan tugas. Kinerja karyawan yang tidak optimal dapat disebabkan oleh kurangnya penerapan Budaya organisasi pada perusahaan tersebut.

Teknik pengumpulan data yang digunakan dalam penelitian ini adalah, kuantitatif, deskriptif, dan pendekatan korelasi, yang melibatkan penyebaran kuesioner. Sebagai tambahan penulis menggunakan sensus sampel sebagai metode penelitian.

Ada 35 responden yang akan dibagikan kuesioner. Data yang terkumpul merupakan data yang sah, dapat dipertanggung-jawabkan, normal, dan linear. Berdasarkan hasil dari penelitian, jumlah perhitungan Z Test adalah 4.619 dimana jumlah tersebut lebih tinggi dari Z Table (1.96). Sehingga dapat ditentukan bahwa Budaya Organisasi memiliki pengaruh yang penting terhadap kinerja karyawan di PT. Multitec Global Engineering

Pada akhir penelitian, terbukti bahwa Budaya Organisasi memiliki pengaruh yang besar terhadap kinerja karyawan di PT. Multitec Global Engineering. Tes Hipotesa menunjukkan bahwa adanya pengaruh antara Budaya Organisasi dan kinerja karyawan.

Kata Kunci: Organizational Culture, Employees Performance, Entrepreneurship

Referensi: 28