

THE INFLUENCE OF ORGANIZATIONAL CULTURE ON EMPLOYEES PERFORMANCE OF PLASA (PUSAT LAYANAN SATU ATAP) TELECOMMUNICATION INDONESIAN BENGKALIS BRANCH

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ABSTRACT

This study aims to see the influence of organizational culture on employee performance of Plasa Telkom Bengkalis. Organizational culture can be seen as part of an organization that affects the behavior and appearance (performance) of employees in the organization. This research is a quantitative study using a survey method with data collection techniques using a questionnaire. The population in this study were all employees of Plasa Telkom, sampling using saturated sampling technique, namely all employees of Plasa Telkom that can accommodate 15 people. Data analysis techniques using trials. The results of this study indicate that organizational culture has a positive and significant effect on employee performance. With a determination coefficient of 0.708, so that organizational culture greatly affects employee performance by 50.1%, while the remaining 49.9% is not influenced by other factors examined in this study. Often the culture in an organization develops strongly, so that in such conditions, every good mandate, an organization will be achieved.

Keywords: Organizational culture and employee performance