

ABSTRACT

Employee performance is key to the success of an organization or a company. One of the factors that affect the performance of employees is the organization's culture. Strong organizational culture has an important role in the company because it can manage employees to behave in the company which impact on the achievement of corporate goals.

The objective of this research was to know how strong organizational culture, how high employee performance, and how much the organizational culture has influence on employee performance at PT Studio Cilaki Empat Lima. The independent variables in this research are The Concern of Detail, Results Orientation, People Orientation, Team Orientation, and Stability. The dependent variable of this research is employee performance.

The method that used in this research is quantitative method with descriptive, verification, and causal research type. The total sampling of 73 respondents were determined based on the boring sampling. Data analysis techniques that used are descriptive and path analysis using SPSS 20.00 software.

The result of descriptive analysis showed that PT Studio Cilaki Empat Lima has a strong organizational culture with the average value of the percentage of 75,33% and has a strong employee performance culture with the average value of the percentage of 74,44%. The result of path analysis showed that only two variables of organizational culture significantly influence employee performance, which are People Orientation and Stability. Both of these variables simultaneously affect 44.7% on employee performance in PT Studio Cilaki Empat Lima, and the remaining 55.3% is influenced by other factors not discussed in this research.

The research suggested to improve employee performance, PT Studio Cilaki Empat Lima should consider the aspects of organizational culture, especially in the orientation of people and the stability of the company.

Keywords: organizational culture, employee performance