

ABSTRACT

The purpose of this study was to determine the employee's assessment of organizational culture, which consists of 7 dimensions and to choose the type of corporate culture at P.T. Eternal Oryza Sativa. This organizational culture is essential because it becomes a guideline or basis for uniting employees to achieve company goals. Corporate culture is a general perception held by members of the organization, a system of common interests (Robbins, 2017). According to Fiordelisi (2014), organizational culture has four types: clan culture, adhocracy culture, hierarchy culture, and market culture.

This research will use a qualitative method, namely scientific research, to naturally understand a phenomenon from a social point of view with a deductive approach. The qualitative approach used is a phenomenological qualitative approach. Analysis based on the positivism paradigm allows authors to predict and control phenomena, physical objects or humans. The study used survey research by collecting data using interviews.

The results of this study indicate that the corporate culture of P.T. Oryza Sativa Abadi, which tends to fall into the clan culture category, is seen from the values applied by P.T. Oryza Sativa Abadi, such as speed, impact and fun. Oriented to Team Orientation which is seen from 7 dimensions according to Robbins & Judge (2017). It can be seen from the company's decision-making that it involves employees fully, meaning that employees are encouraged by the company to discuss in making a decision.

Keywords: Management, Human Resources, Organizational Culture, Types of Organizational Culture.