

ABSTRACT

Employees' work performance from Arsade Inti Gasindo Ltd., has experienced fluctuation for the past three years. However, Arsade Inti Gasindo Ltd., is included in the essential sector and is expected to continue work by the government during the pandemic COVID-19. Arsade Inti Gasindo Ltd, has loyal employees with a long period of service dedicating themselves to the company, but there are other things that employees need to understand and uphold, namely the existing organizational culture within the company. The current situation caused realization on the influential impact of the organizational culture and loyalty of the employees on their work performance within a company.

This research aimed to discover whether pandemic COVID-19 with the company's recently applied 'new normal' lifestyle and employee loyalty could significantly affect employees' work performance in Arsade Inti Gasindo Ltd.

The strategies utilized in this paper are the quantitative and unmistakable examination techniques. The information investigation utilized in this study was different direct relapse. The testing strategy in this exploration was nonprobability examining, where the samples were saturated sample size. This paper used all employees from Arsade Inti Gasindo Ltd., as samples with as many as 59 people.

The descriptive analysis result showed that the organizational culture variable was in the medium category and that the employees' loyalty and work performance were in the high category. Based on the coefficient determination analysis test, the value of R-square was 0,361, which meant 36,1% of the work performance was affected by the organizational culture and loyalty. The remaining 63,9% was affected by other variables not included in this study.

The conclusion of the hypothesis proved that the organizational culture and loyalty, both partial and simultaneous, significantly affect employees' work performance in Arsade Inti Gasindo Ltd. The outcome of this study is expected to be additional inputs for the Arsade Inti Gasindo Ltd., to improve their loyalty organizational culture and provide socialization of the company's values to employees to increase employee loyalty and performance.

Keywords: Organizational Culture, Loyalty, Employee Performance