

ABSTRACT

Zaini Farid Ahmad. 2014. Organizational Climate Relationship With Employee Performance in PT. Bangkit Era Jaya joint Branch Sumenep

Supervisor: Prof. Dr H. Mulyadi, M.Pd.I

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Organizational climate is the quality of an organization's internal environment experienced by its members, affect the behavior and can be imaged from a set of characteristics or specific attributes of the organization. while the performance is the result of work related to the objectives of the organization, such as quality criteria of efficiency, and the effectiveness of other. it says also that performance is a function of individuals and organizations. in other it is mentioned also as combination of the psychological perspective that contains individual contribution and sociological containing the order organization. the complexity of human behavior during a specific time is a reflection of the complexity of the environment, found and facing. this behavior can certainly look at the organization as environmental associate with human beings interact and share our thoughts and feelings. whether the objectives of the organization are achieved is significantly influenced by climate conducive organization will manage the organization's needs optimally, psychological environment that support the achievement of the objectives of organization. in this study researchers proposed the concept of organizational climate relationship with employee performance in achieving the objectives of the organization.

formulation of the problem in this research : How does climate level organizations in PT. Bangkit Era Jaya with Sumenep Branch ? How employee performance levels in PT. Bangkit Era Jaya with Sumenep Branch ? How is the relationship between organization climate and employee performance in PT. Bangkit Era Jaya with Sumenep Branch ? This research aims to know the level of organization climate. To find out the level of performance of employees. As well as know the relationship of employee performance with organizational climate. The hypothesis put forward is there are a positive relationship between organizational climate and employee performance. In this study there are two variables namely variables climate organization is free while the variable is the performance of employees.

The population of this research is sales in PT. Bangkit Era Jaya with Sumenep Branch totaled 63. Instrumens used questionnaire climate organization and now the performance of employees.

Fortesting the quality of measuring instrument used the product moment later correlation with Part Whole to test Alpha Crobarch and validity to test the reliability of measuring tools.

Using the formula correlation te product moment of the person. Obtained results $r_{xy} = 0,883$ that means the hypothesis in this study was received. There is a positive relationship between organizational climate and employee performance in PT. Bangkit Era Jaya with Sumenep Branch, Which means that the higher the level of organizational climate then the higher performance of employee of PT. Bangkit Era Jaya with Sumenep Branch.