

ABSTRACT

Astuti, Yuni Dwi. 2013. The Relationship between organizational culture with the performance of the employees PT. PLN (Persero) Malang area. Thesis, Faculty of Psychology, State Islamic University of Maulana Malik Ibrahim Malang.

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Organizational culture is the values and norms or that exists in the organization or company that will become a guide of human resources in performing its obligations and to behave in such organizations. the organization culture was instrumental in the formation of human resources in an organization in order to create togetherness, the attitude and behavior of members of an organization to achieve organizational goals.

Employee performance is very important for the successful achievement of goals, objectives, and the existence of the work unit as a whole, which in turn would be related to the achievement of key tasks and functions within a company. The success of an organization in carrying out its obligations is highly dependent on the efforts and activities of employee resources. If an employee resource activity is low, then the less likely a company will be able to achieve its goals.

The purpose of the research is to examine the relationship between organizational culture with employee performance. This research used quantitative methods. This research was conducted DIPT. PLN (Persero) Malang area. With scale populations 70 employees and the biggest scales 51. And supporting data in this research is documentation data.

Based on the analysis of the research found the following results: the organizational cultural variables produce 6 employees (11.8%) had a high sense of organizational culture, 36 employees (70.6%) had moderate organizational culture, and 9 employees (17.6%) have low organizational culture. While employee performance variables produce 7 employees (13.7%) had a high performance, 43 employees (84.3%) had moderate performance, and 1 employee (2%) had a low performance.

The results of research showed that organizational culture and performance yield that there is a positive correlation ($r_{xy} = 0.573$; with $\text{sig} < 0.05$). That is, the relationship between the variables of organizational culture and employee performance is significantly positive with a gain value of 0.000 and significance value Sig. (2-tailed) is below or less than 0.05. Effective contribution or predictive power of organizational culture on employee performance shown by the determinant coefficient $r^2 = 0.329$ 32.9% which means that the employee's performance is determined by the organizational culture.