ABSTRACT

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In the competitive business world intensifies, every company is required to continually improve its management in order to still be able to survive and keep going, especially human resource management. Therefore, in order that organizational goals can be met required improvement of the quality of human resource management itself, one of them by applying a conducive organizational culture. With the culture of the organization, all employees in the company is expected to improve its performance. The purpose of this study was to determine how the application of organizational culture in an effort to improve employee performance. From that background that this study was conducted with the title "Application of Organizational Culture In Effort to Improve Employee Performance at PT. Jamsostek (Persero) Pasuruan".

This study used a qualitative descriptive. The objectives are to describe systematically about aspects of research focus include organizational culture and employee performance. Objects in this study is PT. Jamsostek (Persero) Pasuruan. While the subjects of the study were 18 permanent employees and company leaders. Data were collected by means of observation (observation) and interviews. Processing the data through three stages: exposure of data, discussion of the research results, and conclusion.

The results showed that all aspects of organizational culture can improve the performance of employees of PT. Jamsostek (Persero) Pasuruan. This can be seen from the aspects of performance that show improvement from the previous year. Employee performance improvement thanks to the application of organizational culture that is able to be applied by all employees of PT. Jamsostek (Persero) Pasuruan. Thus, it can be concluded that the application of organizational culture on PT. Jamsostek (Persero) Pasuruan can improve employee performance.