

ABSTRACT

Amin, M. Samsul. , 2014. Thesis. Title: "Application of Organizational Culture In Effort to Improve Employee Performance"

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Keywords : Organizational Culture, Performance Officer / Employee

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.