

## ABSTRAK

Purnawati, Gi. 2014.. Thesis. Title: The Influence Of Organization Culture and Organizational Commitment toward Employee's Performance at Perusahaan Daerah Air Minum Kota Malang .  
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*Keyword : organizational culture, organizational commitment, employee Performance.*

The success of employee's performance in a specified field depends on various factors, one of them organizational culture factor. Organization culture is required by company as having values and norms covering all activities of the organization that will shape the character of employees performance. Values and norms contained in the organizational culture, organizational commitment is able to grow on the strength of the employees so that organizational culture and organizational commitment are well developed in the company will have a positive impact on employee performance.

This study is focused on analyzing and discussing whether the variable of organizational culture and organizational commitment influence variables simultaneously, partial and dominant influence on employee performance. This study uses quantitative research and research with 85 respondents. The primary and secondary data is directly placed at survey questionnaire research to spread linkert scale models. The model analysis used is multiple linear regression. Previous testing the validity, reliability, and classical are assumption of the data research.

Based on the data research, simultaneous test (F test) was used to test jointly whether or not influence of independent variables on the dependent variable by comparing  $F_{\text{count}} 96,425 \geq F_{\text{table}} 3.11$  then  $H_0$  is rejected and  $H_a$  is accepted, it means the simultaneous effect of independent variables on the dependent variable. Partial test (t test) showed that the culture organization variables (X1) significantly to the value of  $t_{\text{count}} 8.199 \geq t_{\text{table}} 1.988$  with t significance  $0.000 \leq 0.05$  then partially variable (X1) significantly influence employees performance variable (Y). T test on the variable (X2) obtained  $t_{\text{count}} 3,180 \geq t_{\text{table}} 1.988$  or t significance  $0.002 \leq 0.05$  then partially variable of organizational commitment (X2) significantly affects employees performance variable (Y). Organizational culture variable has a value of multiple correlation coefficient (R)= 0.815 and  $r^2$  is 0.6642, or 66.42%, variable organizational commitment value of R= 0.676 and  $r^2$  is 0.4569 or 45.69%. So the organizational culture variables (X1) is the most dominant.