

ABSTRACT

Hilda Nur Azizah, 2014 Thesis. Title: "The Influence of Organizational Culture on Employee Performance (Studies in Tax Office Pratama Kepanjen)"

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Employees are an important component for an organization. The success of the Tax Office Primary Kepanjen will greatly depend on the expertise of its employees in providing services to the taxpayer. Culture that is not conducive to severely employee performance. Optimal performance to create, it takes an increase in optimal working and able to leverage the potential of its human resources by employees in order to create organizational goals. In this case it is necessary to improve the organization's role in the organization's culture and create a work environment conducive to encourage the creation of professional attitudes and actions in completing the work in accordance with the fields and their respective responsibilities. The purpose of this study was to determine the variables that include organizational culture of innovation and risk taking, attention to detail, and oriented to man consisting of innovativ, meticulous, full analysis, harmonious relationships, management decisions affect the performance of employees which include quantity, quality, and timeliness and to determine the variables most dominant organizational culture affects employee performance .

The method used in this study is the quantitative approach. The data were obtained by distributing questionnaires or questionnaires to 71 respondents. Further processed by using Product Moment Correlation, in this way is used to determine whether or not and the size of the relationship between variables. Data analysis technique used is the validity and reliability, multiple linear regression is then the regression models tested the hypothesis that simultaneously (F test) and partial (t test) and the dominant variables and consider the classical assumption of normality, multicollinearity, autocorrelation and heteroskedasticity.

The results of the study based on indicate that organizational culture has a strong influence on employee performance. From the calculation, the value of F at 6.848 (significance of F = 0.000). So $F_{count} > F_{table}$ ($6.848 > 2.74$) or the significance of F < 5 % ($0.000 < 0.05$), in other words that the factors of organizational culture on KPP Pratama Kepanjen make a meaningful contribution in improving the performance of employees .