

ABSTRACT

Ikhsan Maksum. 2014, Thesis. Title: "Work-Family Culture at PT. Gunung Mas Gondanglegi Malang "

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Keywords : Organizational Culture, Kinship

Work-family culture are closely related to the organizational culture of collectivism proposed by Hofstede which developed in the eastern region that have specific characteristics such as work in groups and have a strong sense of kinship, especially in Java tribe. PT. Gunung Mas Gondanglegi Malang have a lot of employees who come from Java tribe, this research will be analyze the work-family culture at PT. Gunung Mas Gondanglegi Malang based on the perception of the organization's members.

This research uses descriptive qualitative and ethnographic approach. The aims of this research to describe and provide in-depth description about the work-family culture that developed at PT. Gunung Mas Gondanglegi Malang. Data were obtained through observation, interviews, and documentation in accordance with the provisions of the ethnographic approach.

The results of this study indicate that the work-family culture at PT.Gunung Mas Gondanglegi Malang still exists. It is characterized by a high sense of mutual cooperation among employees, strong brotherhood, and a comfortable working environment. This occurs because the background of the company as a family company and employees who mostly have a familial relationship.