

ABSTRACT

THE INFLUENCE OF LEADERSHIP, STRUCTURE, REWARD SYSTEM TO ORGANIZATIONAL CULTURE

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This research examines the organizational culture which was valued not good enough on work unit of Local Government of Bandar Lampung in serving community. Based on survey result of Corruption Eradication Commission (KPK) in April-August 2010 it was known that Bandar Lampung has not met the Minimum Standards of Integrity (SMI) and occupied two lowest ranked after Medan. Unit work that surveyed in determining Local Government Integrity Index (IIPD) in Bandar Lampung is Department of Population and Civil (Disdukcapil) and Board of Investment and Licensing (BPMP). This research was conducted to determine what factors cause it. Factors that researcher use are: leadership, structure and reward system with aspect of organizational culture. The objective of this research is to reveal which factors that greatly affect the organizational culture. In addition, this research will also look at influence of respondent characteristics on organizational culture.

This research use quantitative research design. Population in this research amounted to 154 people. From the population using Slovin formula then obtained

sample of 61 people. Technique of data collection using a questionnaire and Likert scale, then to complete the data by using documentation. Phase of management data by editing method, tabulation and data interpretation. Then, to analyze data using measures of correlation and regression testing.

The results show that leadership has positive and significant impact on organizational culture. Then, the structure has positive influence on organizational culture but not significant. Furthermore, the reward system has positive and significant impact on organizational culture. Although individually leadership contribution and reward system have significant effect on organizational culture, while structure contribution does not significantly affect on organizational culture. Nevertheless, taken together leadership, structures and reward system has positive and significant impact on organizational culture. Finally, in education, year of service employee, year of work unit who influence on organizational culture, while grade, gender, and race have no significant effect on the formation of organizational culture in Department of Population and Civil and Board of Investment and Licensing of Bandar Lampung.