

ABSTRACT

ORGANIZATION CULTURE INFLUENCE TOWARDS EMPLOYEE PERFORMANCE (STUDY IN BOOKSTORE FAJAR AGUNG RADEN RADEN INTAN DAN PASAR TENGAH)

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WAYAN DARMAWATI

Every individual in this case employee has different characteristics in every matter, so the company or organization must be able to equate perception or values that professed by organization so it can increase employee performance and get organization aim.

Bookstore employee in Fajar Agung Pasar Tengah enough low that is as big as 1% indicates the employee inclined pleasant and fix with values and existing habit in organization. Average lower sale from average sales target in bookstore in Fajar Agung Pasar Tengah.

Based on the background, so the troubleshoot that studied how does organization culture influence towards bookstore employee performance of Fajar Agung? The aim of this research is to detect organization culture influence towards employee performance.

Hypothesis that submitted is the culture of organization Bookstore of Fajar Agung that has influence to positive towards employee performance.

Data taking technique uses questioner with respondent as much as 29 persons in bookstore Fajar Agung Raden Intan and 27 persons in bookstore Fajar Agung Pasar Tengah. Validity test and reliabilities from 20 statements is declared valid and reliable. Analysis technique uses simple linear regression analysis. Research hypothesis is tested with test t.

Hypothesis testing result shows the research hypothesis is accepted, mean that bookstore organization culture Fajar Agung has are positive influence and significant towards employee performance. Organization culture influence magnitude towards employee performance in bookstore Fajar Agung Raden Intan as big as 53, 1%, in bookstore Fajar Agung Pasar Tengah as big as 48%, the rest is influenced by factor other.

Suggestion that submitted is to increase bookstore employee performance Fajar Agung (Raden Intan and Pasar Tengah) necessary increase employee discipline by giving sanction to that employee. Bookstore Fajar Agung Raden Intan should push employee to use the initiative in finish the task with decide time target in the task completion. bookstore Fajar Agung Pasar Tengah should give tolerance towards action at do employee for company permanently give limitation to decry risk, necessary developed culture adaptive towards environment, that is with do repair towards planning, implementation and strategy execution that aimed to increase employee performance.