

ABSTRACT
THE INFLUENCE OF ORGANIZATIONAL CULTURE ON EMPLOYEE JOB
SATISFACTION IN CV INDRAJAYA MERDEKA

By

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Organizational culture must be in accordance with the needs and expectations of employees within the company. This is because the level of a person's performance varies according to the system of values and skills that exist within themselves and also their perceptions of the work itself.

CV Indrajaya Independence is one company that is engaged in printing mass media that is Lampung Express plus. One of the company's efforts to improve employee satisfaction by implementing an organizational culture that has been established since the company was founded with the objective to generate employee commitment to the values adopted by the company, so employees who have a high commitment to the company, is expected to increase satisfaction their work.

Problems in the writing of this thesis is the high level of absenteeism indicates that organizational culture in CV Indrajaya Freedom is not fully functioning in accordance with the needs of employees, giving rise to employee dissatisfaction,

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so that the problem in writing this essay is "Does organizational culture affect employee job satisfaction on CV Indrajaya Merdeka? "

The purpose of this thesis is to investigate the effect of organizational culture on employee job satisfaction on CV Indrajaya Merdeka.

The hypothesis is "Organizational culture affects employee satisfaction at the CV Indrajaya Independence".

The analytical tool used in writing this essay is a simple linear regression to find the influence of variables of organizational culture on employee job satisfaction. Based on the results of calculations using simple linear regression, on to the F-count ($52.119 > F\text{-table } (4.08)$) which stated that there kepengaruhannya organizational culture of employee satisfaction. The presence of the influence of organizational culture on employee job satisfaction shows compatibility between the expectations of employees with the organization, creating employee satisfaction within the organization

Based on the responses of respondents regarding organizational culture, it can be concluded that the respondents felt the company provides opportunities for employees to advance or enhance your career and on the defensive against change for the betterment of the organization. This situation is evidenced as much as 68.3% of the respondents agreed that if the company provides opportunities for every employee to advance or enhance your career and have the defensive against

change for the betterment of the organization.

Based on the responses of respondents regarding employee job satisfaction, it can be concluded that the respondents were satisfied with the attitude of employers who provide creative freedom to employees in carrying out the work and the employees were satisfied with the benefits given company. This situation is evidenced as much as 70.7% respondents agreed if the respondents were satisfied with the attitude of employers who provide freedom and creativity in doing the job satisfaction of employees to benefits paid.

Advice given to firms which led Indrajaya Independence CV should improve the implementation of organizational culture for employees to job satisfaction and the company continues to increase. Besides adjusting the organizational culture that had been established with the needs and demands of employees in particular on the orientation indicator of people by providing opportunities for employees to advance careers or increase in the company and to make strategic changes that are better suited to the actual management of organizational culture to produce job satisfaction higher so that corporate objectives will be achieved.