

ABSTRACT

INFLUENCE OF ORGANIZATION CULTURAL ON THE PERFORMANCE OF EMPLOYEE DEPARTMENT POPULATION AND CIVIL REGISTRATION PESAWARAN REGENCY

by

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Organizations established as having the goal to be achieved. Success to achieve these goals depends on the reliability and the ability of employees to operate the units of work contained in the organization. One of the factors that affect employee performance in an organization is the organization culture, which is very closely related factor in improving employee performance. In supporting the operational activities of the government organizations that need to be one of the efforts made by Disdukcapil Pesawaran Regency is to pay attention to issues of organizational culture.

This type of research is explanatory research using quantitative methods. Data collection techniques used questionnaires and documentation. Data processing techniques, namely editing, tabulation, coding and interpretation. While the data analysis techniques used were correlation and regression testing.

From the research results obtained, r count r is greater than the table ($0.581 > 0.2241$). With the influence of the coefficient determinant showed that the influence of organizational culture on the performance of employees in the Department of Population and Civil Registration Pesawaran Regency by 32.8% and 67.2 %. Then based on the correlation coefficient is known that the degree of influence of organizational culture on the performance of the Department of Population and Civil Registration Pesawaran Regency in the category medium. From the calculation of the Product Moment Correlation was 0.581 then according to the above interpretation clearly shows the correlation between 0.40 to 0.699. This means that organizational culture has a positive effect on employee performance means changing the organizational culture has an influence on the direction of change in the employee's performance , or in other words if there is an increase in the organization's culture , there will be an increase in the performance of employees and has a statistically significant effect.

Keywords : Organizational Culture, Employee Performance and Pesawaran Regency.