

ABSTRACT

THE INFLUENCES OF ORGANIZATION CULTURE TO THE WORKING SATISFACTION (A Study in Water Resource Management Office in Lampung Tengah Regency)

By

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This study examines the job satisfaction of employees affected by organizational culture Department of Water Resource Management Office in Lampung Tengah Regency, based on initial observations of researchers working conditions occur and has entrenched the employees often come late, leave is not in accordance with hours of work or they do not feel comfortable to be at the office because there is nothing they can do or do and are often absent on weekdays. It shows the gap that occurred in Service employee Management of Water Resources of Central Lampung regency. The measurement indicator of organizational culture used in this study includes: individual initiative, tolerance to risky action, integration, and reward system and communication pattern. Indicators of working satisfaction in this research includes: physiological, safety and security, social (affiliation or acceptance), reward (esteem or status), and self actualization needs.

This research purposed to to measure the magnitude of the influence of organizational culture on employee job satisfaction of employees in Water

Resource Management Office of Lampung Tengah regency. This research used survey method with quantitative approach that purposed to explain or a method that emphasized the analysis on numeric data that are processed with statistical method. The population in this study amounted to 91 people, then from a population sample of 34 people were taken using a sampling technique stratifik. Data collection techniques using a questionnaire with likert scale and completeness of data used documents. Stage of data processing by means of editing, tabulation and interpretation of data, then analyzed using correlation and regression testing.

The results of this study indicate This meant that organizational culture variable (X) did give influence to the working satisfaction variable (Y) of 59%, while the other variables influenced 41%, the hypothesis was proven that the organizational culture variable (X) to the working satisfaction variable (Y) was significant.

Considering organizational culture indicator to the working satisfaction, the organizational factor gave strong enough contribution or significant to the working satisfaction.

Keywords: organizational culture and working satisfaction