

## **ABSTRACT**

### **THE INFLUENCE OF ORGANIZATIONAL CULTURE AND COMMUNICATION TO EMPLOYEE'S PERFORMANCE**

**(Study Of PT. Way Seputih Bumi Nusantara Office)**

**By**

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PT. Way Seputih Bumi Nusantara is a system of organization consist of subsystems such a leaders, company and employees. Subsystem in the company should be mutually interconnected and dependable to reach the company's goals. Organizational culture and communication influence organizational efficiency and effectiveness. A strong organizational culture can form a superior company's identity compared with other companies.

The objective of this research is to measure influence of organizational culture and communication to Employee's performance of PT. Way Seputih Bumi Nusantara. This research based on organizational communication theories; the classic theories from scientific and bureaucracy theories.

This was a quantitative research with clausal format because this research analyzed the influences of organizational culture and communication as the independent variables and Employee's performance as dependent variable. Samples were all 166 employees in PT. Way Seputih Bumi Nusantara.

The analysis and statistical data processing results showed that the values of organizational communication and culture were 77.5% and 75.6% respectively to employee's performance. The relationship interpretation amongs variables was significant that organizational communication and culture had influence to employee Employee's performance in PT. Way Seputih Bumi Nusantara. This result showed that if organizational culture and were well established, they would encourage better employee performances

Keywords: organizational culture, organizational communication, employee performances