ABSTRACT

RENHAT ANDHIKA SIHOTANG/21205132: "Analysis of Organizational Culture and its impact on job satisfaction Employee Performance At PT. Divre III Telkom Bandung", under the guidance of: Lita Wulantika, SE, M.Si

This research was conducted with the aim to: 1) know the Cultural Organization of PT. Telkom Bandung Divre III, 2) knowing Employee Job satisfaction on PT. Telkom Bandung Divre III, 3) know the performance of employees at PT. Telkom Divre III Bandung, and 4) know the analysis of job satisfaction Organizational Culture and its impact on employee performance at PT. Telkom Bandung Divre III either simultaneously or partial.

The method used in this study is to survey methods, properties and verifikatif descriptive research with quantitative approach. The sample in this study amounted to 100 employees of the total population of 878 employees, taken with the sample random sampling technique. The technique of collecting data using interviews, observation, questionnaires, and documentation. Processing the data used is the statistical analysis using multiple linear regression analysis, correlation, coeficient of determination and assisted with the tools Microsoft Office Excel 2007 and SPSS 19.0 for Windows.

The results qualitatively indicate Organizational Culture and Job satisfaction was good, as well as employee performance has been good although there are two indicators of a relatively adequate and low, and results in quantitative research shows the magnitude of the influence of Organizational Culture and Job satisfaction simultaneously improve employee performance with regression obtained regression line equation is Y =- 7.803 +0.515 X1 +0.790 X2 and the correlation value obtained for 0.726 which indicates that the variable is strong and unidirectional. coefisient determination (Kd) value 52.7% which indicates that organizational culture affects job satisfaction and employee performance by 52.7% while the remaining 47.3% are influenced by other factors.

Keywords: Organizational Culture, Job Satisfaction and Employee Performance