

Persepsi karyawan tentang budaya organisasi pada Chevron Geothermal Indonesia, LTD Divisi Facilites Engineering Jakarta

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Abstrak

Nowadays, organizations have faces a lot of problems. The successful organization which is able to manage its human resources with balance and innovation. One of the strategies to survive is developing human resource function and managing culture organization. Chevron is the world's largest private producer of geothermal energy, generating more than 630 megawatts of clean, reliable and affordable energy in Indonesia now. Chevron Geothermal manages two geothermal projects in Indonesia ? Darajat and Salak, both on the island of Java. The Darajat project supplies geothermal steam, which generates 259 megawatts of electricity. Chevron Geothermal Indonesia realizes to be more productive, Chevron needs strong culture organizations. Chevron has The Chevron Way that explains who we are, what we do, what we believe and what we plan to accomplish. It establishes a common understanding not only for those of us who work here, but for all who interact with us. The objective of organizational culture is to aligning employee?s perception and behavior to achieve the company mission. Organizational culture and organizational character are make organization different from other. Based on the purpose of this research, the theory that used is corporate culture that the researcher from Stephen P. Robbins. Research question is about how employee?s perception Corporate Culture at Chevron Geothermal Indonesia, Ltd. This research using quantitative approaches that has 1 variable, descriptive characteristic and catagorizad as cross sectional research. Collecting data technique was done by survey and bibliography research. Technique in taking sample is total sampling; those overall employees of Division Facilities Engineering are 30 respondents. Analysis in this research was done by using frequency distribution table, which a part of univariate analysis and it made based on data that come within questioner. The result show that employee?s have positive perception toward corporate culture on Chevron Geothermal Indonesia, Ltd Division Facilities Engineering Jakarta. The corporate culture is quite good with strong culture. The management should be improved so that the employee can work optimally.