

Persepsi karyawan tetap non manajerial atas hubungan antar budaya organisasi dengan kinerja karyawan pada PT. Bank Danamon Indonesia Tbk. cabang Melawai Jakarta Selatan

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Abstrak

Every organization needs to build professional and high competencies human resources that can support organization to be competitive organization. So, human resources need to be managed by the organization well. To make professional and high integrity employee, an organization need an organization's culture as a guidance for all employees to do the job. Strong organization's culture and good human resources management influence employee's performance which is can be used as competitive tools in organization. Organization's culture and employee's performance correlation can be seen in banking industrial. One of banking organization is PT Bank Danamon Indonesia Tbk. The competition in banking industry become tighter, so banking organizations need to keep up their performance to face the competition. Basically, a good organization culture will make the employee itself to work hardly and can increase employee's performance, so that it will improve company's productivity. From the statement of the problem, the question on this research is (1) how the illustration of organization culture at PT Bank Danamon Indonesia Tbk. Branch office Melawai South Jakarta, (2) how the illustration of employee's performance at PT Bank Danamon Indonesia Tbk. Branch office Melawai South Jakarta and (3) how the correlation between organization culture with employee's performance at PT Bank Danamon Indonesia Tbk. Branch office Melawai South Jakarta?

The kinds of this research is explanative research with quantitative approaches. The dependent variable was the employee's performance, meanwhile the independent variable was the employee's job satisfaction. Data in this research gathered from field research method by distributing questionnaire to the respondent and interview. The subjects of this research were 35 permanent employees, taken from population using total sampling technique. The data of the variables were collected using Likert scale to measure employee's performance and the organization's culture. The data were analyzed by Spearman's Rank Order correlation technique to found the strenght of correlation between culture organization with employee's performance at PT Bank Danamon Indonesia Tbk. Branch office Melawai South Jakarta.

The result of this research showed that Bank Danamon Indonesia Tbk. Melawai Branch Office has good corporate culture and good employee's performance. On the dependent variable which is employee's performance, it is founded that the level of work quantity is the lowest while the level of personal quality is the highest level. This research also found that the level of reward system on organization culture is the lowest level while the job integrity is the highest level. The correlation between culture organization with employee's performance at PT Bank Danamon Indonesia Tbk. Branch office Melawai South Jakarta was determined as strong correlation with scale 0,787. Therefor, there was positive and significant correlation between indicators of culture organization with employee's performance at PT Bank Danamon Indonesia Tbk. Branch office Melawai South Jakarta. Researcher suggests that PT Bank Danamon have to increase

employee's quantity by reset the reward system, so, employee will get more motivated to increase their quantity of work.</i>