ABSTRAK


Kata kunci: budaya organisasi, kepuasan kerja, komitmen organisasi
ABSTRACT

Several studies have examined how organizational cultures affect organizational elements. This study examined whether organizational culture affects job satisfaction and organizational commitment in cross culture organizational. This study was conducted in P.T. Korindo Heavy Industry. Subjects in this study were 83 employees of P.T Korindo Heavy Industry who work at informatic engineering, finance, accounting and teller department. Methods of data collection conducted by survey with distributing questionnaire using a questionnaire. The outliers, validity, reliability, descriptive statistic and interconstruct correlation test were conducted before hypotheses are tested. The simple regression analysis was used to examine the hypothesis. This research typology divides culture into three typolog; bureaucratic culture, innovative and supportive. The results show that bureaucratic culture, innovative and supportive have positive and significant effects on job satisfaction (supportive culture have the greatest influence). In addition, this study also showed that the bureaucratic culture, innovative and supportive have positive and significant influence on organizational commitment (supportive culture have the greatest influence). Finally, researchers gave some of important managerial implications for PT Korindo Heavy Industry and other cross culture organization

Keyword: organizational culture, job satisfaction, organizational commitment
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