# ABSTRACT

*Organizational culture has been being a very significant aspect in a corporation. Moreover, with a strong competitiveness in this globalization era, a corporation needs to have sustainable changes in order to develop and defend its existence. In order to survive, a systematic organizational culture is needed to successfully obtain the company's vision and mission. With the compatible organizational culture, the company's values will be well embroidered in the employees. PT Njonja Meneer is a corporation that coming from a family business, in which the family's values are still strongly linger within it. But as the corporation develops, there's yet a systematic organizational culture that has been arranged as a guide to the implementation of the company's values. Therefore, it's interesting to make a mapping of organizational culture in PT Njonja Meneer. Relate to this phenomenon, a research needs to be conducted to analyze the profile of organizational culture, not only in this present time but also for the next five years as a consideration for the company in arranging the compatible organizational culture.*

*This research is conducted with OCAI (Organizational Culture Assessment Instrument) method which has been surveyed on the company's manager, chief, and staffs. Through the quantitative descriptive approach, this research concentrates more on describing the organizational culture of PT Njonja Meneer.*

*This research shows that there's a same perception from manager, chief, and staffs which agree that the organizational culture of PT Njonja Meneer in this present time is clan culture. But, for the next five years, there are different perceptions about how the organizational culture of PT Njonja Meneer should be according to the structure. The manager prefer to adhocracy culture, while the chief prefer to market culture. Meanwhile, the staffs prefer to have clan and market culture in the next five years. The description of nowadays culture and the differences of perceptions and expectations about the organizational culture could be a consideration for the company to arrange a compatible one with the corporation, in order to obtain the company's goals.*

*Keywords: Organizational Culture, Organizational Culture Mapping, OCAI, Quantitative Descriptive.*