

ABSTRACT

This study aims to determine and analyze the influence of organizational culture on employee performance with person-organization fit as an intervening variable at the Financial Services Authority of Central Java. The population used in this study was 40 respondents with permanent employee characteristics.

Data was collected through the distribution of questionnaires on sampling techniques with saturated samples (census) method. Measurement in the questionnaires using a Likert Scale of five (5) points and the hypothesis in this study was tested using the SEM (Structural Equation Modeling) method, a multivariate statistical analysis method with the help of computer software in the form of the SmartPLS Version 4.1.0.9 program.

The results of the statistical analysis indicate that the organizational culture variable has a positive and significant effect on employee performance. Furthermore, it is also known that the person-organization fit variable can mediate the relationship between organizational culture and employee performance

Keywords : Organization culture, employee performance, person-organization fit

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