ABSTRACT

Analysis of Work Culture Influence on Job Satisfaction and Employee Performance
(Case Study on Organization and Personnel Bureau of Secretary General of Ministry of Agriculture)

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The objectives of the present study were to analyze: (i) respondent attitude on work culture, job satisfaction and employee performance according to wage scale and education, (ii) work culture values which influence job satisfaction and employee performance, and (iii) the influence of work culture on job satisfaction and employee performance; and to recommend a development system of work culture for Personnel and Organization Bureau of Secretary General of Ministry of Agriculture that can increase the job satisfaction and the employee performance.

This study applied descriptive explorative method using case study approach. The data were collected from 138 respondents of Personnel and Organization Bureau of Secretary General of Ministry of Agriculture using interview with structural questioners. Structural Equation Modeling (SEM) was used to analyze the data using LISREL software.

The results of this study showed that: there was a positive attitude of employee on work culture, job satisfaction and employee performance, the employee attitude according to wage scale and education wasn’t different on work culture and employee performance but it was different on job satisfaction, there was a significant and positive influence of work culture on job satisfaction and employee performance, the influence of work culture on job satisfaction was bigger than that on employee performance, and there was a significant and positive influence of job satisfaction on employee performance.