

ABSTRACT

Abdul Samad Rahman. Department of Management. July 27th, 2012.
 “*The Effect of Oganizational Culture toward Employee Performance at the Department of Tourism, North Gorontalo Regency*”. Supervisor: Dr. H. Zuchri Abdussamad, M.Si., Co-Supervisor: Drs. Rusli Isa, M.Si.

The problem statement of this study is: how is the effect of organizational culture toward employee performance at the Department of Tourism, North Gorontalo Regency?. The hypothesis of this study is about a presuming of a positive effect on organizational culture to employee performance at the Department of Tourism, North Gorontalo Regency.

Methodology of this study is quantitative method that is the effect of variable X (organizational culture) toward variable Y (employee performance). Sample in this study consist of 25 people. Technique of analyzing the data is using simple regression test.

The conclusions of the study are: 1) based on coefficient regression calculation it can be formed regression equation $\hat{Y}=19.8\% + 0.565X$. So, it can be describe that when the score increased at organizational culture system around one unit, it is followed by around 0,65 score increasing of employee performance at the Department of Tourism, North Gorontalo Regency. In addition, higher of organizational culture, higher of the employee performance. 2) Based on the coefficient correlation calculation it is around 0, 86 determination index around 0,7396 or 73,96% . So, the employee performance at the Department of Tourism, North Gorontalo Regency is effected by organizational culture system around 73, 96% and around 26,04% is effected by the other factors such as advancement of technology, live demand, and society opinion toward tourism at North Gorontalo Regency. 3) The calculation by statistical test student t found $t_{count} = 7,54$. Significance level $\alpha=0,05$ and $dk=n-2=25-2=23$, $t_{list}=2,09$. It means that hypothesis H_0 rejected and alternative hypothesis says that there is an effect of organizational culture and employee performance at the Department of Tourism, North Gorontalo Regency.

Keywords: *organizational culture and employee performance.*