

ABSTRACT

Waste problem becomes a major problem when the lack of response from all parties. Garbage growth runs parallel to the place of human growth. Department of Health and landscaping Cimahi 2014 predicts the growth of waste up to 719.63 tons / day in 2030 with an estimated population of 1,224,902 inhabitants Cimahi. Data from the regional waste management Bandung explained that each citizen produces 3 liters of waste per day, so that when the population of the city of Bandung reached 2.5 million, the burden of waste can reach about 7,500 m³ per day. PD Dinamis Jaya present as one of the moving company to collect and recycle waste. PD Dinamis Jaya has the organizational culture of mutual cooperation. As for the motivation of companies look not so good with the percentage of 5% -15% of an employee's absence during the period May through July. Performance of employees the company was rated very well by looking at the input and output almost always meet its targets.

The purpose of this study was conducted to determine the organizational culture, motivation and performance of employees at the company's PD Dinamis Jaya. The addition of these things are also expected to be able to know the influence of organizational culture and motivation on employee performance PD Dynamic Jaya.

This research method is quantitative, involving 20 employees as a sample, in which the total number of employees to be sampled. This study uses a sampling technique called non-probability sampling theory saturated samples where the entire population being sampled for a population of less than 30. This study uses the F test, t test, multiple linear regression, and test the coefficient of determination (R² Adjuster). Data processing was performed using IBM SPSS 22.0.

The findings in this study indicate their simultaneous influence of organizational culture on employee performance and motivation. Organizational culture does not significantly whereas motivation significantly influence employee performance partially. Judging from the coefficient of determination, organizational culture and motivation influence on employee performance by 71.2%, and the remaining 28.2% is influenced by other variables outside of this study.

The conclusion of this research is the organizational culture of Dynamic Jaya PD is very good by prioritizing coordination that exists among employees is very good. The motivation is quite good company because the company meets the needs of the appreciation of the employees to maintain employee motivation. Performance is very good employee for each month the results of input and output almost always exceed the target company.

Keywords: Organizational culture, motivation, performance of employee