

INFLUENCE OF INDIVIDUAL CHARACTERISTICS, ORGANIZATIONAL CLIMATE AND ORGANIZATIONAL CULTURE ON PERFORMANCE
(Survey of Employees at the Office of the Ministry of Religion of the City of Tasikmalaya)

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ABSTRACT

The purpose of this study was to determine the effect of individual characteristics, organizational climate and organizational culture on employee performance at the Office of the Ministry of Religion of the City of Tasikmalaya either simultaneously or partially.

The method used in this research is a descriptive analytical method with a survey approach. The population in this study were all employees at the Office of the Ministry of Religion of the City of Tasikmalaya, as many as 70 people. Sampling was done by total sampling technique. Analysis of the data used in this study is multiple regression analysis, and hypothesis testing.

Based on the results of the analysis, it is found that there is an influence of individual characteristics, organizational climate and organizational culture that has a significant positive effect on the performance of the employees of the Tasikmalaya City Ministry of Religion, either partially or simultaneously.

Keyword : Individual Characteristics, Organizational Climate, Organizational Culture, Employee Performance