

ABSTRACT

PT. Virama Karya believes that strong set of values which are proven by personel behavior in the organization will be description of the organization . Values of PT. Virama Karya are values that supported and believed taking a part of company success beside goals, plans and policies. PT. Virama Karya always tries to implant the values in every personel's mind that will be usefull to direct company objectives and decsision making.

Hypothesys proven of research was made by using simple regression and method. Data analyzing technics used SPSS 13 and Lisrel 8.51. Based on result of analyzing, research summary was constructed as follow. First, there significant influence of organization culture variable that perform performance is discipline. Second, organization culture influence variable to personel performance is 50,6%. The influence variable is categorized on medium influence level. This give description that culture ties the organization and be the centre of change process. To understand the natural and environment that must be adapted and to see relation between individual and organization behavior. Third, the research founding shows the other variable component that point performance beside organization culture is 49,4% but was not included in the research.

Based on above summary. The input the writer can suggest by the research are. First, to maximaze personel performance , management should look after consistency of implementation of organization culture, specially visioner dimension. It gives the weakest contribution in performing organization culture. Second, needs deeper research to identify other variable except organization culture that significant impact as 49,4%. The next research should develop more complex model with multivariate analysist.