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RJ12(72), ber 2017 81 DOI [https:// oi.org/10.oas.2017](https://oi.org/10.oas.2017) - 12. 09 THE EFFECF
OANIZNTUREAND W ON EMPLOYEE PERFORMN THE EXF PRINTING ANY Zainul
Mohammad ManagemDepartment, Faculty of Economics , University of Islam
Kalimantan - Muhammad Arsyad Al Banjari, Indonesia E - mail: zainul38@yahoo.co.

ABTRT Tmain ective this is examine and hothe anizational infon performance employees
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KEYWORDS Employee, agperforg Every aniz ation company production actor resources
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research of that organization also has significant effect on satisfaction. LITERATURE REVIEW Organizational culture can be characterized as the fundamental characteristics of an organization while the environment and living issues external adjustment in order to cooperate that are expected new duals through the approach taken care of those (Yoo Park 2007).

Each has specific RJ12(72), ber 2017 82 culture which is beyond relation mirror the identity dimensions: and level (Ott O'Dell, the size is within espoused values, and dimension of the same as invisible lies in unspoken set that manual employees' and perceptions the ion (Hong, and 2011). Organizational structure, format system people, (Gupta 2000). The prior indicates that strong culture of organization based management help improving level performance.

Strong performance culture each as help providing competitive (Awadh Saad, also shows strong as environment recognition. It is their work will improve, well their and the organizational management (Dobre, Based on those researches the hypotheses were drawn as follows H 1 : Organizational culture affecting employee performance. Work environment also affects performance of employees.

This itself consists of - physical which the was parallel for the development employee performance (Gruman Sak 2011). Comfortable working environment the of his needs will of the employee's work his job Non - physical that the of attitudes, quality of work life etc. are required continuously to foster good employee that can foster long (Solomon et al,).

Study on indicate special of regionally on the living - environment and co - work relationship as have significantly on engaged employee performance (Anitha, H 2 : Waff. METHODS OF RESEARCH by researcher in study is quantitative which use research that requires existence calculation numbers, the approach is - approach is research using samples from population and the questionnaire the data tool (Sing 1970; Sing bun and Eff 2011;).

Figure – PropMod RJ12(72), ber 2017 83 The justification Lik scale which requires data procedures, as result, misuses is encountered (Boone and Boone, Tobjof research Banjarmasin Post). of the population this were employees Post (B. Post). In study sample determined many 100 by random sampling. In analysis intended examine hypothesis in study, is using Multiple Regression and data implemented using statistics SPSS for Windows.

RESULTS AND DISCUSSION Collected examine both qualitative and quantitative analysis. Descriptive is to get central value respondent proposed table 1 shows each item the variable mean T – Descriptive Variable/ It Mean Variable Mean Organization 3.762 1. Comfortable work 3.89 2. A good opportunity 3.73 3. Employee ability in completing the task 3.74 4. Wiser 3.71 5. Helping other employees 3.74 6. Went 3.692 1. Comfortable work 3.71 2. Wiser to do needed 3.73 3. Find the work

3.75 4. Wplaces are cplete and cortable 3.6 0 5. Eployee has work unif 3.67 Emanc 3.710
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Howe is research any ion. here several ion this study re commendation or ure Tresearch
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 unity Service Re search (LPPM - UNISKA) .

Researcher conveying a appreciation RJ12(72), ber 2017 85 to of CommService Research who support examination in prog 2017 . REFERENCE 1. Anitha , (2014) of engement their on perfance', ernational ofProductivity PerfManagement, pp. – 323. JPPM - 01 - 2013 - 0008. 2. Awadh, M. SaadA. (2013) o fOrgCulture Employee PerfInterReview and Research, pp. 168 – 175. 3. Boone, N. and D. (2012) ert Journal 50(2), 30. - 2929.20 04.02012.x. 4.

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