

Intisari

Penelitian ini dilakukan dengan tujuan mengetahui profil budaya perusahaan, nilai-nilai budaya yang dianut oleh kelompok jabatan staff dan kelompok jabatan manajer (manajer ke atas) PT. XYZ, serta hubungannya dengan sikap-sikap karyawannya, seperti kepuasan kerja, komitmen organisasi dan intensi *turnover*. Instrumen yang digunakan untuk mengukur budaya organisasi adalah *Organization Culture Profile (OCP)* yang berisikan 40 nilai-nilai budaya organisasi, sedangkan untuk mengukur tiga tipe komitmen organisasi menggunakan skala komitmen organisasi dari Alen & Meyer, yaitu ACS (*Affective Commitment Scale*), CCS (*Continuance Commitment Scale*), dan NCS (*Normative Commitment Scale*).

Hasil penelitian menunjukkan profil budaya organisasi yang terdiri atas 28 nilai-nilai budaya organisasi yang memiliki faktor pemuatan diatas 0,4. Nilai kongruensi budaya antara kelompok jabatan staff dan kelompok jabatan manajer diketahui berpengaruh atas tiga tipe komitmen organisasi (*affective commitment*, *continuance commitment* dan *normatif commitment*), kepuasan kerja dan intensi *turnover*. Semakin tinggi tingkat kongruensi, semakin kuat komitmen organisasi, semakin tinggi tingkat kepuasan kerja dan semakin rendah tingkat intensi *turnover*. Kongruensi nilai budaya antara staff dan manajer, komitmen organisasi (*continuance commitment* dan *normatif commitment*) dan kepuasan kerja secara bersama memiliki kontribusi terhadap tingkat intensi *turnover* di PT. XYZ, dengan total kontribusi sebesar 32%, sedangkan 68% disebabkan oleh faktor lain.

Kata Kunci: Profil Budaya Perusahaan, Kongruensi Nilai Budaya staff-manajer Komitmen Organisasi, Kepuasan Kerja, dan Intensitas Turnover.

ABSTRACT

The research was carried out to determine the profile of corporate culture, cultural values shared by a group of staff and manager groups (managers and above) PT. XYZ, and its relationship with employee attitudes such as job satisfaction, organizational commitment and turnover intentions. The instrument used to measure organizational culture is the Organizational Culture Profile (OCP), which contains 40 values of organizational culture, while for measuring the use of three types of organizational commitment and organizational commitment scale of Allen & Meyer, namely ACS (Affective Commitment Scale), CCS (continuation Commitment Scale), and NCS (Normative Commitment Scale).

The results showed that organizational culture profile consists of 28 cultural values that the organization has a loading factor above 0.4. Value Congruence between cultural group of staff and group of manager positions known to affect the three types of organizational commitment (affective commitment, continuance commitment and normative commitment), job satisfaction and turnover intentions. The higher the level of congruence, stronger Organization commitment, the highest job satisfaction levels and levels lower turnover intention. The congruency of cultural values between staff and managers, organizational commitment (continuance commitment and normative commitment) and job satisfaction are collectively having contributed to the level of turnover intention at PT. XYZ, with a total contribution of 32%, and 68% caused by other factors.

Keywords: Organizational Culture Profile, congruency cultural values between staff-managers, Organizational commitments, job satisfaction and turnover intention.