ABSTRACT

RIMA HANDAYANI. The Relationships between Organizational Culture and Motivation with Employees and Lecturers’ Satisfaction at Faculty of Economics University of Pancasila, Jakarta. Under direction of SJAFRI MANGKUPRAWIRA and AIDA VITAYALA HUBEIS.

ABSTRACT

Organizational culture is believed to be the glue in organizations undergoing change. Faculty of Economics, University of Pancasila since 1996 has had the values that shaped the organizational culture of Faculty of Economics, University of Pancasila, but apparently these values have not felt its presence by academic civitas Pancasila University Faculty of Economics in its application that there are many that have not been socialized properly causing workplace motivation and job satisfaction of employees is low as seen from the awards and promotions that are not fair and equitable, lack the courage of individuals and organizations built communications hierarchy formally limit, the condition of the problems occurred in the Faculty of Economics, University of Pancasila, the research has a purpose, namely: 1) determine how far the condition of the application of organizational culture in the Faculty of Economics, University of Pancasila, 2) analyzing the differences in demographic factors (gender, age, and group) in implementing the organizational culture at the Faculty of Economics, University of Pancasila 3) analyzing the application of cultural relations organization and motivation of employees’ job satisfaction and permanent lecturers in the Faculty of Economics, University of Pancasila, 4) Provide recommendations regarding efforts that need to be prioritized to improve the implementation of organizational culture and motivation in order to increase employee job satisfaction and permanent lecturers in the Faculty of Economics, University of Pancasila.

Keywords : Faculty of Economics, University of Pancasila, Organizational culture, motivation of employees, job satisfaction