

THE EFFECTS OF ORGANIZATIONAL CULTURE TO ORGANIZATIONAL COMMITMENT AND EMPLOYEE PERFORMANCE AMONG EVENT ORGANIZER EMPLOYEES

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Abstract

The paper aims to present a comprehensive framework for the effects of organizational culture to organizational commitment and employee performance. The paper also seeks to account explicitly for the differences in organizational culture, organizational commitment and employee performance found among event organizer employees. Data were obtained from 150 event organizer employees. The Structural equation model (SEM) was used in order to test the proposed hypotheses. The result showed that organizational culture has positive effects to organizational commitment and employee performance. Based on this result, human resource research in organizational culture should be focused on organizational commitment and employee performance as important consequences. The contributions of this paper are: (a) A more complete framework of the effects of organizational culture to organizational commitment and employee performance analyses simultaneously, (b). The study allows a direct comparison of the difference in organizational culture, organizational commitment and employee performance between event organizer employees.

Keywords: Organizational Culture, Organizational Commitment and Employee Performance.

