Organizational Culture On Employee Performance: Literature Review

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Abstract
The role of Human Resources in the organization plays a very important role in the organization. Employees are an important asset in an organization to manage various tasks within the organization in order to achieve its goals. Employee performance can increase organizational efficiency and effectiveness. This research method uses a literature review, with sources obtained from books and journals. The results of this research indicate that organizational culture has a significant influence on employee performance because of the importance of organizations of using cultural diversity as a strength to increase collaboration, innovation and problem solving. Suggestions for future researchers: this article can be used as a reference for understanding organizational culture on employee performance.

Keywords: Organizational Culture, Employee Performance, Literature Review.

INTRODUCTION
In era globalization with connectivity And each other dependency between country Which increase, Managing cultural diversity is the key for organizations to run business efficiently. Cross-cultural management is not only about language, but also understanding differences in values, norm, belief, And practice business cross culture. Management cross culture crucial Because Organizations now often operate in multicultural environments, where people come from a variety of background behind Work together in a way local And virtual. So management cross culture No simply necessity, however key success achieved objective business. Cross-Cultural Is the management of people, objects and events involving settings behind culture Which different (Chen & Wang, 2019). One factor that can improve performance is a good organizational culture. Organizational culture is a very interesting and important issue of organizational behavior. Organizational culture.

Article This bet aim for understand something culture organization in cross country, researcher Also discusses the importance of an organizational culture On Employee Performance Mak writer make study Which title “Organizational Culture On Employee Performance: Literature Review”

METHOD STUDY
According to Snyder, (2019), a literature review is a research methodology that aims to collect and extract the essence of previous research and analyze several expert overviews written in the text. The data used in this research is secondary data obtained not from direct experience, but from the results of research conducted by previous researchers. Secondary data sources obtained in the form of articles or journals that are relevant to the topic are carried out using databases via Scopus, Proquest, and Science Direct.

RESULTS AND DISCUSSION
William Jesen Wiratama Tong and Thomas Santoso In this research, we discuss the influence of organizational culture on employee performance, where job satisfaction and organizational learning are intervening variables for PT employees. Bhumi Phala Perkasa. The method used by the author is a quantitative method and uses SmartPLS software for data processing using 51 respondents. The results obtained in this research are that organizational culture influences employee performance, job satisfaction, organizational learning, job satisfaction and organizational learning influence employee performance, while organizational learning has no influence on employee performance.

Factor Which influence Organizational culture
There are several factors that influence organizational culture (Wahtudi & Tupi, 2019), including:

a. Communication Which effective Pattern communication Which created in A organization very important and plays a role in creating a pattern of behavior for members in dealing with
each other or between superiors and subordinates.

b. Motivation Efforts Which done organization in give motivation members can form a culture from the behavior created by members after receiving this motivation. The motivation provided can be in the form of material, enthusiasm, assistance, and so on.

c. Characteristics organization Field activity, size nor complexity organization will determine and create a new culture that applies in an organization.

d. Administrative processes An administrative process contained in an organization can create culture in organization the. Administrative Process What is meant is tolerance for a conflict that occurs, giving appreciation and award to somebody Which achievement Because naturally will creating a culture in the organization in viewing conflict or determining how to work in the organization.

e. Organizational structure The organizational structure of each organization is of course different, There is Which Still nature rigid nor flexible, from second difference this of course can create habit or member behavior in do tasks and forming culture within the organization.

Importance Management Cross Culture

The era of globalization which makes competition increasingly fierce requires organizations to be ready to face the challenges of managing human resources effectively amidst increasingly complex cultural diversity. Cross-Cultural Management has become a critical aspect in Global HRM, enabling organizations to maximize the potential of their employees who come from different cultural backgrounds.

In a global, multicultural work environment, Cross Cultural Management plays a role important in create environment Which inclusive And productive. Matter This involves understanding and appreciating different cultures, norms, values, and business practices. Cross-Cultural Management allows organizations to utilize cultural diversity as a strength to increase collaboration, innovation and creative problem solving (Anshari et al. 2023).

Cross-Cultural Management also faces complex challenges. Some of these challenges include language and communication differences, differences in perception, limited understanding of other cultures, cultural barriers in decision making, and misunderstandings or conflicts that may arise due to cultural differences. Overcoming these challenges requires awareness, understanding and competence in Cross-Cultural Management. Several strategies for achieving success in Cross-Cultural Management include:

1. Education and training: Provide education and training to employees on cultural diversity, self-awareness, and cross-cultural communication skills. Matter This will help reduce stereotype, increase understanding, and improve the ability to interact with individuals from different cultural backgrounds.

2. Leadership inclusive: Own leadership Which push inclusivity, and promote an organizational culture that values and utilizes diversity. Leadership Which inclusive create environment which allows each individual to make maximum contributions without ignoring their cultural differences.

3. Effective communication: Developing effective cross-cultural communication skills, involves understanding differences in communication styles, expressions, and interpretation message in between individual or group culture Which different. The language used should be clear, avoid assumptions or stereotypes, adopt an approach that is sensitive to cultural differences to promote effective communication and reduce the risk of misunderstandings.

4. Confession And award culture: Confess And value contribution unique each of them culture bring in organization. This can done through reward policies, recognition of cultural differences, and promoting and utilizing different cultural values for organizational success.
5. Team collaboration: Forming work teams consisting of members from different cultural backgrounds. Cross-cultural collaboration can bring diversity perspective, thinking creative, And solution Which innovative in facing complex challenges.

6. Conflict management: Have a proactive approach in managing conflicts that arise due to cultural differences. Promoting open dialogue, awareness of different cultural perspectives, and fair and mutually beneficial conflict resolution will help strengthen relationships among cross-cultural team members.

7. Evaluation and adaptation: Conduct regular evaluation of Cross Cultural Management practices and adapt them according to changes in cultural diversity and organizational needs. Realizing that Cross Cultural Management is an ongoing process and needs to be updated regularly.

So, Management Cross Culture is aspect important in HRM Global. Understanding and managing cultural diversity with the right strategy can provide competitive advantages for organizations in an increasingly complex global era. By putting forward education, leadership inclusive, communication effective, confession culture, cross-cultural team collaboration, conflict management, and continuous evaluation and adjustment, organizations can create an inclusive, productive and harmonious work environment amidst cultural diversity.

CONCLUSION

In this article it can be concluded that the role of Human Resources in an organization plays a very important role in the organization. Employees are an important asset in an organization to manage various tasks within the organization in order to achieve its goals. Employee performance can increase organizational efficiency and effectiveness. This research method uses a literature review, with sources obtained from books and journals. The results of this research indicate that organizational culture has a significant influence on employee performance because of the importance in organizations of utilizing cultural diversity as a strength to increase collaboration, innovation and problem solving. Suggestions for future researchers: this article can be used as a reference for understanding organizational culture on employee performance.

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LIST REFERENCES


