

THE EFFECT OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF ORGANIZATIONAL COMMITMENT

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Abstract	<p>Police officers duties and roles in today's democratic society are getting complex. As the party whose responsibility is to enforce law and order, it makes their performance matter the most. This research is aimed to figure out the effect of organizational culture on employee performance with the mediating role of organizational commitment. The research methodology that used in this study is a case study with survey research method. Purposive sampling technique is used to determine the sample for this research. The sample of this research are 200 police officers of Polres Ciamis. SPSS and Amos statistical software are being used for data analysis purpose. The results of this study indicate that organizational culture has a positive effect on both organizational commitment and employee performance. Additionally, organizational commitment has a positive effect on employee performance as well as mediating the causal relationship between organizational culture and job performance. The result of this study is expected to give the implications to Polres Ciamis in increasing the performance of its officers.</p>
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