

Confucianism Culture Study in Improving the Performance of Employees

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Abstract

The wisdom from Confucius has become the philosophy of life for Chinese people and it had been applied in dealing with business as well. The successfulness of commerce by Chinese ethic has a strong relation with implementing robust corporate culture.

In Indonesia, Chinese ethnic descendants still applying the way of life from Confucius in maintaining their business. However, the employee and corporate staff were not entirely from Chinese race nor accustomed to Chinese culture. This research aims to analyze the present application of Confucianism culture in term of employee productivity, the problem during implementation and the strategy to strengthen the culture. Through qualitative measurement methods, data were collected from both employees and managers. The results were from the five dimensions of Confucianism social interactions, not all of them really take in account in the corporate professional life.

If the employees already have the five basic of social interaction from Confucianism, it will increase the employee's motivation. To train the employees to have that culture, the company should adopt the military method to fortify the loyalty towards the company, strengthen authority as hierarchy, show wisdom towards sub-ordinates, have good ethics of peer interaction, and improve trust toward the employees and company.

Keywords: corporate culture, Confucianism, employee performance