

The Effect of Organizational Culture on Employee Performance Through Job Satisfaction as A Variable of Mediation in Primebiz Hotel Surabaya

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Abstract

Human resources are one of the important assets of a company in attaining its goal and to be able to compete with another companies. Corporate culture is one of the factors that the company should concern with to its operation in attaining its goal. Corporate culture must be well- implemented to make employees satisfied in order to increase their performance. The aim of this research is to know the direct impact of corporate culture towards employee performance and its indirect impact through job satisfaction as mediating variable at Primebiz Hotel Surabaya. The research method used to this research is quantitative research. The population used was the 36 permanent employee of Primebiz Hotel Surabaya and the sampling used was saturated sapling in which the total number of populations were used as the sample of the research. The result of the research shows that (a) corporate culture has a positive and significant direct impact to employee performance at Primebiz Hotel Surabaya and (b) corporate culture has a positive and significant indirect impact through job satisfaction at Primebiz Hotel Surabaya.

Keywords

Corporate culture, job satisfaction, employee performance.

Biographies

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