

ABSTRACT

Organizational culture as a system of shared meaning held by members that will differentiate one organization to another organization. Bank bjb sharia banking institution based on Islamic law, of course, have differences with conventional banks and Islamic banks more in terms of its organizational culture. Islamic values will play an important role in the existing organizational culture and adopted in Islamic banks.

In this study the authors wanted to know how the application of the existing organizational culture, and also about how the employee's performance, the factors that hinder the implementation of the company's organizational culture, and the role of organizational culture in order to optimize the performance of karyawanpada bjb sharia bank. In this study the authors used a qualitative approach, namely to conduct research that produces descriptive data. The method of collecting related data, the authors use methods such as observation, interviews, and documentation.

Based on the results of the study indicated that organizational culture is a corporate guidelines for each employee in carrying out activities in order not to deviate from the agreed rules of the company. The bank with sharia bjb present as a bank that combines business ideals and cultural values of sharia-based organizations in the underlying operations of the company, the harmony between business ideals and organizational culture based on sharia become one of the hallmarks bjb sharia bank as an alternative to banking services in Indonesia.

Keywords: Organizational Culture, Employee Performance