

ABSTRACT

Based on the research in the CV. Cipta Cekas Grafika, Bandung City, researchers found some problems in the company's activities, those are the low level of employee discipline on the timeliness of coming to the office and undisciplined of absenteeism in absent employment. The problem is caused by the low implementation of the excellence principle, namely the lack of encouragement for productive and creative from the company and caused by the low achievement principle, especially in awarding achievements and very minimal opportunities on training given.

The purpose of this study is to determine the implementation of organizational culture in improving the employee working discipline in CV. Cipta Cekas Grafika Bandung city. The research method is descriptive method with a quantitative approach. The data collection technique is in the form of library research and field research through observation, structured interviews, and questionnaires to the 80 respondents by census techniques. While Data analysis techniques are percentile analysis and continuum lines.

Based on the data obtained from the results of the study, the implementation of organizational culture (X) which includes the principle of purpose, consensus principle, principle of excellence, principle of unity, principle of achievement, empirical principle, familiarity principle, principle of integration in CV. Cipta Cekas Grafika got a score of 3220 at the less category. By the test results, the implementation of organizational culture in CV. Cipta Cekas Grafika has not been fully implemented. Discipline level variable (Y) in CV. Cipta Cekas Grafika received a score of 1227. Based on the table of standard weight values, the score of 1227 falls into the less category, so that the level of employee discipline needs to be increased.

The announced obstacles in organizational implementing of culture are the decrease of employe education background an the idealism of the employe the suggestions that can be pointed out to the companies are making rules regarding the target of completion of work, making restrictions on the gadgets-hands, companies must give more appreciations of work performance, providing the training opportunities, and motivational encouragement especially not only in the material form.

Keywords: *Organizational Culture, Work Discipline*