

## **ABSTRACT**

*This research aims to analyze and see that an organizational culture that supports innovation has been implemented in each of the company's operational business units, and how employees adapt to an organizational culture that supports innovation in the daily work operations of employees.*

*The method used in this research is a qualitative method which includes field research to describe the direct situation in detail in the field. The informants in this study consisted of 5 resource participants at PT Spilla Kreasi Kriya, namely the Head of Human Capital Department, Production Supervisor, Production Leader, Human Capital People Operation Staff, and Human Capital Learning & Development Staff. This research is descriptive using a case study approach.*

*The results of this study indicate that the company has implemented a culture of innovation in every operational department of the company, and always prioritizes employee welfare. Furthermore, employees are optimally able to adapt quickly to the application of corporate cultural values in the daily work of employees. PT Spilla Kreasi Kriya is expected to be able to provide regular evaluations related to the implementation of organizational cultural values and periodically monitor the adaptation of each employee.*

*Keywords: Organizational Culture, Innovation Culture, Employee Adaptation.*