

ABSTRACT

The 4th development of Industrial Revolution gives effect in industrial sector including maritime industrial sector. In the existing of dynamical change, Organizational Culture needs special treatment to increase employee's performance. Besides, in the process of change, the readiness for change existed in employee is also important thing that needs attention to gain changes (transformation) which is suitable with the organization's purposes. This research aims to know and analyze the effect of organizational culture variable towards employee's performance through their readiness for change as mediator in one of Indonesian State Owned-Enterprises (BUMN), PT. PELNI (Persero) Jakarta. The researcher gains the primary data by distributing research questionnaire and secondary data from journal, book, and relevant data gained from the company.

This research uses non-probability sampling technique, especially purposive sampling with criterion of sample which is permanent employee in PT. PELNI (Persero) Jakarta and already joined the program of company culture internalization for the agent of changes. The amount of sample is 108 employees from total 563 employees. The data is analyzed using SPSS 25 with the method of path analysis and multiple linear regression. The analysis of data is done by validity test, reliability test, classic assumption test, T test, F test, coefficient of determination test, also sobel test and bron-kenny test to know the effect of mediation.

The result of research shows that Organizational Culture gives positive and significant effects to employee's performance and the readiness for change; The Readiness for change give positive and significant effects to employee's performance. Besides, the variable of Readiness for Change is proved to be able to mediate the relationship between Organizational Culture and employee's performance, although the indirect-effect is fewer than direct-effect, so that this research can be suggestion for future research to more explore the variable of readiness for change as independent variable in the context of Industrial Revolution 4.0.

Keywords: Organizational Culture, Readiness for Change, Employee Performance.