

## ABSTRACT

*This research aims to understand the culture, both existed and expected, in PT Sidomuncul, Tbk. using OCAI as mapping instrument.*

*This research was conducted with mix approach. The quantitative approach is used to determine the existing and expected cultural conditions through the perceptions of employees as respondents. While the qualitative approach in this study is intended to obtain a more in-depth picture of managerial practices associated with the framework used in this study.*

*The result showed that: 1) Sidomuncul seems to focus more on the external factors of the organization, bring up the market culture as the most dominant type of the existed culture. 2) Employees, as respondents in this study, want strong family values accompanied with trust and freedom in doing their jobs, thus emerging clan and adhocracy as a culture that is expected in Sidomuncul. 3) Although the management of Sidomuncul gives considerable attention to the external environment of the organization, it does not mean that the internal has become neglected. Issues related to employee development are two things that are very clear by the management of Sidomuncul.*

*Keywords : Organizational Culture, Organizational Culture Assessment Indicator, Competing Value Framework.*