ABSTRACT

The Influence of Individual Characteristic and Organizational Culture towards Work Motivation, Work Creativity, and Internal Auditor Performance of Indonesian State-owned Banks

The situation and condition of human attitude in company organization is getting more complex so that there are many problems related to individual characteristic and organizational culture come up. The existence of internal auditor in state-owned banks is to prevent frauds. Theoretically this problem is related to individual characteristic and organizational culture. Many people suspect these two factors increase or decrease the motivation and the work creativity as well as the employee performance in state-owned banks.

Based on this phenomenon, this study uses 186 samples and proposes some hypothesis i.e. individual characteristic, organizational culture, and work motivation have significant influence on work creativity and employee performance. Whereas, work creativity has significant influence on employee performance. Hence, organizational culture and individual characteristic significantly influence work motivation. The test instrument of this is Structural Equation Modeling (SEM). The result of the analysis is the hypothesis which has no significant influence is the organizational culture towards employee performance and work motivation.

Based on the result of the analysis, it can be concluded that organizational culture which has local characteristic is expected to give contribution on the development of theory on organization behaviour.

Key words: Individual Characteristic, Organizational Culture, Work Motivation, Work Creativity, and Employee Performance.