THE INFLUENCE OF CORPORATE CULTURE, ORGANIZATIONAL JUSTICE AND KNOWLEDGE SHARING ON EMPLOYEE PERFORMANCE OF QIUSO COMPANY.

UNDERGRADUATE THESIS

Submitted as one of the requirements to obtain

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By

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MANAGEMENT STUDY PROGRAM

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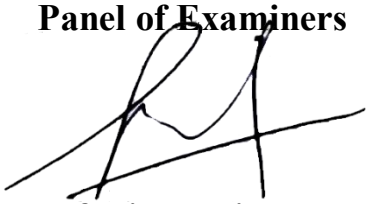

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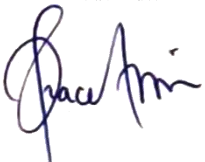

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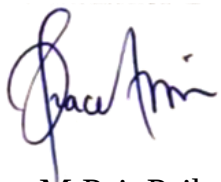

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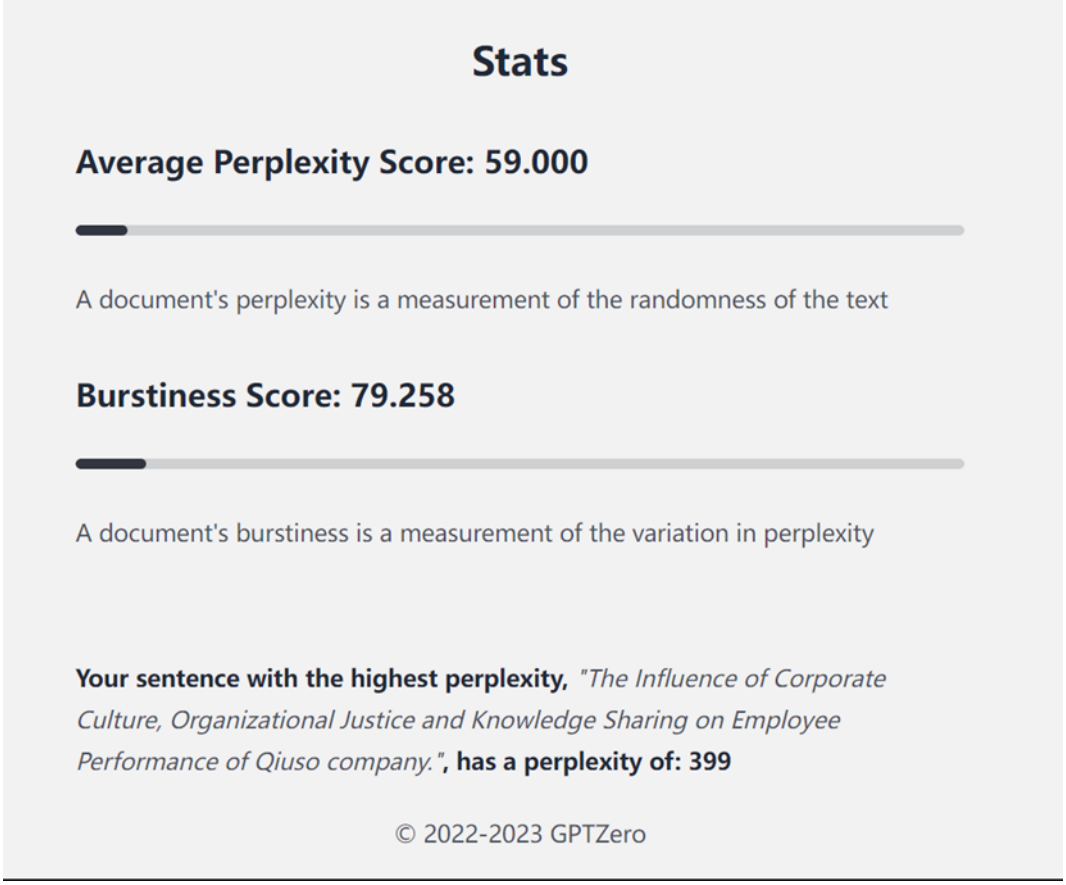

Abstract

In the recent development of Qiuso Company, there has been a downward trend in employee performance. The development system for small and medium-sized companies like Qiuso is imperfect. Therefore, research was conducted around the employees and the Qiuso company. This study is to find out what factors can influence the performance of employees this company. This study adopts quantitative research methods and takes 195 employees of Qiuso Company as the research targets, and uses a questionnaire survey using Likert scale technology to obtain data. The researcher collected a total of 153 respondents using random sampling technique and analyzed the influence of independent variables (corporate culture, organizational justice and knowledge sharing) on employee performance using multiple regression, t-test and f-test analytical techniques and processed using SPSS. Based on survey data of company employees, researcher found that corporate culture, organizational justice, and knowledge sharing have an influence on employee performance. And these factors can also influence employee performance simultaneously.

Keywords: *e-commerce, corporate culture, organizational justice, knowledge sharing, employee performance*

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Cikarang, Indonesia, 20th August 2023

Peng Xushuai

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