

Studi Perbandingan Budaya Bangsa (*National Culture*) terhadap Budaya Organisasi (*Organizational Culture*) Perusahaan Asing di Indonesia (Studi Kasus pada PT. X di Surabaya)

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Abstract: *The purpose of this research are to know characteristics of organizational culture of PT X in Indonesia, the most dominant dimension in organizational culture of PT X, the comparison between national culture and organizational culture of PT X which was located in Indonesia. Geert Hofstede Cultural Dimension Method and questionnaire were used to this research. Samples of this research were taken from 20 peoples of employees of PT X. Research method which is used in this research is descriptive analysis method. The results of this research are: characteristics of organizational culture of PT X in Indonesia are : has a high Power Distance Index (PDI), has a high Individualism (IDV), has a low Masculinity (MAS), has a high Uncertainty Avoidance Index (UAI); the most important dimension in organizational culture of PT X is Individualism (IDV); the organizational culture of PT X in Indonesia is not as same as national culture of Indonesia.*

Keywords: *Hofstede, organizational culture, national culture*