

ABSTRAK

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Budaya organisasi dibutuhkan perusahaan untuk membentuk karakter karyawan sehingga dapat mengimplementasikan nilai-nilai perusahaan. Implementasi budaya kaizen diharapkan dapat meningkatkan kinerja karyawan di PT. Nipro Indonesia Jaya. Tujuan penelitian ini adalah untuk mengetahui implementasi budaya kaizen terhadap kinerja karyawan di PT. Nipro Indonesia Jaya departemen *Blood Tubing Set (BTS)* bagian *Packing*. Metode penelitian ini menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data menggunakan wawancara, observasi dan dokumentasi. Informan dalam penelitian ini adalah 2 karyawan dan 2 supervisor di departemen *Blood Tubing Set (BTS)* bagian *Packing*. Analisis data terdiri atas pengumpulan informasi, reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa Implementasi budaya kaizen di PT. Nipro Indonesia Jaya, departemen *Blood Tubing Set (BTS)* bagian *Packing* dapat meningkatkan kinerja karyawan. Hal tersebut dapat dilihat dari adanya penerapan 5S yakni *seiri*, *seiton*, *seiso*, *seiketsu*, dan *shitsuke* dalam lingkungan kerjanya.

Kata Kunci: Budaya Kaizen, Kinerja Karyawan

ABSTRACT

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Tittle : Implementation of Kaizen Culture on Employee Performance at PT. Nipro Indonesia Jaya

Organizational culture is needed by companies to shape the character of employees so they can implement company values. The implementation of the kaizen culture is expected to improve the performance of employees at PT. Nipro Indonesia Jaya. The purpose of this study was to determine the implementation of the kaizen culture on employee performance at PT. Nipro Indonesia Jaya Department of Blood Tubing Set (BTS) Packing section. This research method uses a descriptive qualitative approach with data collection techniques using interviews, observation and documentation. Informants in this study were 2 employees and 2 supervisors in the Blood Tubing Set (BTS) Packing section. Data analysis consists of gathering information, data reduction, data presentation, and drawing conclusions. The results showed that the implementation of the kaizen culture at PT. Nipro Indonesia Jaya Department of Blood Tubing Set (BTS) Packing section can improve employee performance. This can be seen from the implementation of 5S namely seiri, seiton, seiso, seiketsu, and shitsuke in their work environment.

Keywords: Kaizen Culture, Employee Performance