

# **THE INFLUENCE OF ORGANIZATIONAL CULTURE ON COMPANY PERFORMANCE WITH TECHNOLOGY TRANSFERS AND TOTAL QUALITY MANAGEMENT AS INTERVENING VARIABLES**

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## **ABSTRACT**

*This study aims to examine the influence of organizational culture, technology transfer, and total quality management (TQM) on company performance. This study will raise the relationship between technology transfer and company performance as a literature gap. It is also to prove the effect of the application of technology transfer to TQM in the company. The population used in this study is the largest automotive motor vehicle component manufacturing group company in Indonesia with the form of companies in the form of consolidations, associated entities, and joint ventures with a total of 33 companies. The sample technique used is sampling saturated with all members of the population used as a sample, so the sample used was 66 employees from 33 companies that were positioned as Production Managers. The research method and data analysis in this study used a Mix Method with Sequential Explanatory design that is a merger between quantitative and qualitative methods by collecting and analyzing quantitative data in the first stage and followed by qualitative in the second stage which is to explain or reinforce quantitative findings. To test the significant level and interrelationships between variables, the Partial List Square (PLS) method and Smart PLS 3.0 program are used. The results found that the application of organizational culture, technology transfer, and TQM had a positive and significant effect on company performance. This study also refutes the positive relationship between technology transfer and TQM in companies. In addition it was found that technology transfer has a role as a mediation between organizational culture and company performance, so the better the organizational culture of the company, the application of technology transfer will increase so that the company's performance will be better.*

**Keywords:** *Organizational Culture, Technology Transfer, Total Quality Management (TQM), Company Performance, Automotive Manufacturing Industry*