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THE INFLUENCE OF ORGANIZATION CULTURE AND WORK MOTIVATION TOWARD THE EMPLOYEE PERFORMANCE

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Abstract: This research is composed to find out organization culture, work motivation and employee performance and influence organization culture and work motivation toward the employee performance. This research is conducted for some matters: carrier ladder system not run optimally, compensation system and application of reward and punishment have not been appropriate enough, employee discipline level lower (Maseleno et al., 2019), the leadership has not supported and the work environment has not been in conducive situation yet. It is descriptive and verificative research. It purposes to obtain description about the status of phenomenon condition, and the variable characteristic, and to test the research hypothesis. Interview, questionnaire sheet and observation as empirical study. The research sample is taken by using probability sampling with stratified random sampling as the technique, where the population as parameter in this research is the amount of the employee. The number of population for the research is 142 and the sample is 75. From the research can be concluded that the organization culture happens in the company has not accustomed comprehensively and lower the employee work motivation, based on the statistical examination result, organization culture which directly determined the changes of employee performance is 15,4% and the one which dealt with work motivation is 7,0% so that the total influence is 22,4%. Beside that the power of work motivation directly determined that changes of employee performance is 7,7% and the one passes through its connection with organization culture is 7,0% so the total influence is 14,2%.

The recommendation to repair the lack in organization culture, work motivation and employee performance such as defend of organization culture characteristic value all right indicate and make efforts for development of individual initiative, adjustment of compensation system and increase of courageos and released for extend, critical and a good idea. Beside that the management should comprehend and andfulfil the necessity particularly the basic requirements of the employees, and determine policy so it can conducive situation and increase their work performance.

Keywords: Organization Culture, Work Motivation, Employee Performance

1.INTRODUCTION

Represents the unity social organization who were coordinated consciously, with a limitation that relatively can identified, working consistently to an end (robin 2006). Due to the occurrence of interaction with characteristic masing-masing and plenty of interest that is forming, lifestyle pattern of behavior, and work ethic, which were all going to characterize the condition of an organization. So that every individual in the organization has not escaped the very image nilai-nilai perish, culture which eventually will collaborate with a device, organization , technology , system the strategy and leadership. So that a pattern of the interaction of human resources in the organization should be balanced and aligned to oganisasi can remain in existence

Organization that succeeds in achieving its goal and been able to meet tanggug and he said it would be very depend on our leaders .If leaders capable of performing well, it is most likely that it was going to be the targets of these organisations .An organization needs a leader who effective, who have the capacity to influence the behavior of its members or the servants of .So, a leader or the head of an organization will be recognized as a leader when he can have the influence and capable of being steered organization he stated at the achievement of a goal

In the public, subordinate work depend on leaders .If the do not have the ability to govern, then a very complex cannot be done well .Leadership is defined as the ability to use the influence and motivate individuals to its (organization gibson et.al 2006). The ability to affect will determine how used employee in reaching out to work .It is based on argument that a leader having authority in planning, directing, coordinating, and supervise the conduct of employees .Heads of can affect behavior with the creation systems and processes organization as needed, both individual needs, needs and the needs of the group Government agencies in the environment known the state apparatus. work cultureAccording to the ministerial decree administrative reform number 25 / writer / m.pan / 04 / 2002 25 2002, on april as, culture the state apparatus and cultural work can be recognized how it looks like in form value, contained therein , institution or the operating system and the attitudes and behavior human resources officers do.So work culture state apparatus in the decision implies attitudes and behavior of individuals and the state apparatus which is based on values is believed to be the truth and have become the nature and habit in carrying out tasks and work daily.Culture officials working the state is expected to benefit private, state apparatus and their working unit where personally given, role achievers and actual, themselves meanwhile in the groups can Improve the quality of performance with

The increase in the performance would happen if organization dealing of a broad-based approach to oriented traditional control for managements labor , located this commandment which there have been , carry out control and " reached efficiency in the implementation of the labor "walton (1985, in sunarto, 2005). This approach should be replaced by commitment strategy .Work force will counter with very good and creative is not like when they are controlled by the management of very, very strictly , placed in a tenure by which had already been determined in a narrow manner , and implemented as a need for were not receiving .According to mahmudi (2005) the performance is a multidimensional kostruk which includes a lot of factors influence it.

2.LITERATURE REVIEW

Organization culture

Development organization is dependent on analysis and identification factors that concluded the effectiveness of organization .Organization and manager willing to get employees commitment , that leads to increase productivity .Employees can be transferred to management want to introduce organizational goals that is essential to understanding organization culture , values and norms .This is management responsibility to introduce culture an organization to employees who will help the employees to get familiar with the system of organization .Management have to strive to always protecting the environment in the structure of .Cultural understanding organization must lead on the increase in employee performance .Like every developing organizations concerned , of employee performance consider as the backbone for the industry .So organization want to get their employees loyalty over organization

Journal of contemporary interdisciplinary research in business impact of organizational culture on performance and organizational: overvie (fakhar, shahzadjanuary 2012) culture is an arrangement of different attributes that expresses an organization and distinguishing norm with each other (forehand von gilmer, year 1964). That between organizational culture and strategy implementation typologies dimensions and global business and management research: an international journal 2012 sevedaliakbar.) (ahmadiyasharsalamzadeh, mohammadrezadaraei, said jamshidakbari organization culture can provide the effects on other organisations. It is alluded to the fact that in the 1980-an popularity an organization cannot be separated from the concept of culture. organizationIt is becoming more aware that the way in run cultural organization can affect overall. employees and organization (alvesson, is as 1990) cultural organization. Cultural Organization have been examined extensively by previous researchers including: (Harini et al., 2020), (Elmi et al., 2016).

Motivation

The motivation generally associated with any attempt to achieve the goals, while the purpose of organization can reflect the interests of single that deals with the behavior with respect the job (robbins, 2003: 168).

Mangkunegara (2008:93) quoting opinion. fillmorehStanford about the definition motivation as follows: "motivation as an energising condition of the organism that server to direct that organism toward the goal of a certain class "

Which means that it motivation as a condition that drives man at a particular purpose.Meanwhile siagian(2008: 159) mendefenisikan motivation as follows: "motivation is a fillip of desire and the driving force of the power volition work someone"

There are three (three) a major component of the people in motivation

- 1. .The needs of happens when individual felt there was the imbalance between what he have and he
- 2. Impulse is to mental strength to perform the activities of in order to meet the hopes and mental powers that is oriented on the objective is the nucleus of the motivation.
- 3. The destination is things to be achieved by a single individual. The purpose directing behavior in this case work behavior

The mental, individual motivation having, there namely "motivation primary and secondary motivation ".According to jalaluddin primary motivation is rakhmat: " motivation based on basic. motives The basic motives mostly comes in terms of human biological or physical.Meanwhile the motivation secondary very plays an important role for human life.Where something can be split into secondary motivation ", new gain experience to obtain, response gained recognition of, safety, , performed have affection, and gained power".

The determining factor kinds of innovation can be determined by:

- 1. Needs which are of various grades approach, the gratification of on the level of particular needs can be done if to level the needs of formerly have received the gratification of .This should serve as a basis for an effort to move work motivation .An effort to meet immediate needs from a learning process can only be achieved by officials in within certain limits
- 2. Functional, approach this approach based on the concept of the motivation of, hope, and incentives
- 3. Functional approach .A problem motivation in terms of understanding that is pointed on the days can be observed and its relation

A problem from the point of view its usefulness motivation in order to tackle human behavior

As a source of power motivation for everyone to embody the hopes and desires composed of various kinds of, of them as suggested by abrahammaslow that based on, kind of need motivation grouped into 8 (eight), kind of which is :

- 1. Biological and physiological needs fundamental namely demand be airborne , food , drink , shelter , warmth , sex , sleep etc
- 2. Safety that are the needs of the damaged roads have is , protection from faktor-faktor security , idulfitri holidays totaling thousand , law , the stability of the country i reach the point where , etc
- 3. Belongingness and love needs namely demand recognition and love like, work in groups , family , affection a relation etc.
- 4. Esteem that are the needs will award is , self-esteem , achievement , mastery of , independence , the status of , domination , prestige , the responsibility of manjerial , etc
- 5. Need to know and understand (cognitive is) the need for science , understand , significance etc
- 6. Aesthetic is namely demand will award , beauty , beauty , a form of balance , etc
- 7. Self actualization namely demand for mindfulness potential, themselves the, themselves seek, personal growth and experience the top
- 8. Transcendence .That are the needs will one day offer aid to others in order to reach aktualisasi to announce his presidential run , also kadang-kadang in known as spiritual needs

The work activities in the form of individual activities played well done individually through assistance and guidance the other party in optimize some value in itself based on. potentialsIn conducting the organisations mean that tried to develop potential. themselves

The aspects that affect civil servants at the motivation that is :

- a.. condolences or employee aspirations
- b. employee ability
- c. employee condition
- d. environmental conditions employees
- e. the dynamic element in the organization
- f. efforts to employees on teaching himself.

Thus the work is really important that by employees of the mental powers. The need to find continuously to achieve optimum result, and will raise interest, working life so as to be desirable to realize. Motivational have been examined extensively by previous researchers including: (Riyanto, Sutrisno, et al., 2017), (Bastari et al., 2020), (Prayetno& Ali, 2017), (Rivai et al., 2017), (Chauhan et al., 2019).

Employee Performance

The term performance derived from performance or actual performance the appearance of work or achievement indeed reached by someone .Understanding performance is the appearance of a work as the quality and quantity of evil a resting place by an employee in carried out in accordance with the responsibility of who is given .Of employee performance can be seen from the perspective of skill , skills , knowledge and earnestness employees concerned .Because the survival of an organization depending on one of the performance of its employees in doing the work of , because employees constituting an essential ingredient should get the attention .The achievement of a goal organization to be less effective when of employee performance for organization itself.Because of that work performance (a performance) employees should pay attention

Mangkunegara (2005: 67 defines the performance of (work performance) as follows" performance is the result of a work as the quality and quantity of reached an employee in carried out in accordance with the responsibility of who is given "of employee performance was a result of working maximum achieved by employees in carrying out his job is that based on skill, experience and earnestness and time. Kind described by siagian (2008: 94) "work performance is a food crops a person in performing the same tasks which is imposed on him based on skill, experience, earnestness and time ".Employee Performance have been examined extensively by previous researchers including: (Ali et al., 2016), (Prihartono& Ali, 2020), (Ansori& Ali, 2017), (Harini et al., 2020), (Riyanto, Pratomo, et al., 2017),

(Brata, Husani, Hapzi, 2017), (Agussalim, Kristin, et al., 2016), (Desfiandi et al., 2017), (Sulaeman et al., 2019), (Djojo& Ali, 2012), (Riyanto, Sutrisno, et al., 2017), (Octavia & Ali, 2017), (Prayetno& Ali, 2017), (Ridwan et al., 2020), (DjokoSetyoWidodo, P. Eddy SanusiSilitonga, 2017), (Agussalim, AyuRezkianaPutri, et al., 2016),

While mitchel (sedarmayanti, 2007: 53), said that aspects include performance:

1) quality of work (the quality of the outcome verb)

2) promptness (timeliness)

3) initiative (initiatives in resolving an assignment)

4) capability (the ability finished the task)

5) communication (the ability with other institutions)

3. RESEARCH METHODS

The study of research is deskriftif and verifikatif .Therefore this research is descriptive and verifikatif .Descriptive is that research aims to obtain description of ciri-ciri variable-variabel free and variable bound and verifikatif namely research essentially want to test the truth of a hypothesis implemented through data collection in the field , where in this research will mendreskipsikan and tested influence competence and motivation work against the employee performance , so the methodology used is the method explanatory survey .To influence cultural menganalis variable organization (x1) and motivation work (x2) against the employee performance (y) used the path analysis (analysis) lane .Sample tehnik done with probability of sampling , the collections that provide opportunities being equal parts any element of being a sample (sugiyono , 2007: 82) .Technical used is stratified random sampling in.

4.RESEARCH RESULT

The influence of culture organization against the employee performance

To know from its organization on performance used correlation analysis of pearson with spss software.Known a correlation culture organization in the performance of 0,583 so close the link structures x1 with a y described.



Picture 1. The link structures x1 with y

Based on the calculation of statistic obtained correlation value pearson cultural organization with the employee performance and scores of 0,583 pearson correlation with the motivation of 0,661. workWhile the value of the standard (β)cultural organization is pyx1 = 0,392 and scores the standard (β) motivation pyx2 = 0,269. workAs a result of a cultural influence organization against the employee performance is

 ρ YX1 x ρ YX1 = (0,392) (0,392) = 0,154

Next from its organization on performance employees via relationship with the motivation work correlative (x^2) is :

 ρ YX1 x r X1X2 x ρ YX2 = (0,392)(0,661)(0,269) = 0,070

So the influence of culture organization (x1 to the employee performance (y) is :

0,154 + 0,070 = 0,224

The power of culture organization (x1) that directly determine to be changes in the employee performance (y) non-competitive purchase will be 15,4% and those who by its links with the motivation is work (x2 january %. Thus in total culture organization (x1) determine to be changes in the employee performance (y) as much as 15,4% + 2007 saw % = 22.4%

The motivation work against the employee performance

To know the influence of culture on the performance of organization used correlation analysis of pearson with spss software.Known that there was a correlation with the performance of motivation as much as 0,455 so that work towards the close of the link structures x2 with a y described being.



Picture 2. The link structures X2 and Y

Based on the calculation of statistic obtained correlation value pearson cultural organization with the employee performance and scores of 0,455 pearson correlation with the motivation of 0,661. workWhile the value of the standard (β)motivation employment is pyx2 = 0,269 and scores the standard (β)pyx1 = 0,392. cultural organizationAs a result of calculation lansung influence the work of the employee performance is

 $Pyx2 \times Pyx2 = (0,269) (0,269) = 0,072$

And the influence of the work of the employee performance through a correlative relation with the cultural organization (x1) is

Pyx2 x r X1X2 x Pyx1 = (0,269)(0,661)(0,392) = 0,070

And the influence of cultural organization (x1) against the employee performance (y) in total is

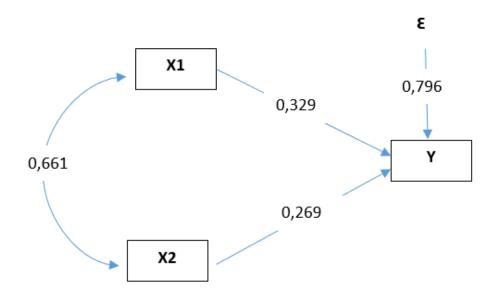
0,072 + 0,070 = 0,142

Based on the calculation of statistic obtained results of power motivation work (x^2) that directly menetukan changes the employee performance (y) is 7.2 % and those who by its links with a culture organization (x1 january % is .Thus in total motivation work (x^2) determine to be changes in the employee performance a 14.2 % (y)

The influence of cultural organization and motivation work simultaneously on the employee performance

To know the influence of culture on the performance of organization used correlation analysis of pearson with spss software .Based on the calculation of statistic the results showed that the relationship between culture organization with the rises sebebsar 0,661 .These reflect thing that cultures organization can be motivate employees to increase its performance .Employees will be allowed to run the level of the efforts that have high when the believes such employees going to get to a good work performance assessment, so that employees will be committed The organization (x1 koefieien culture of the employee performance (y) and coefficients work (x2 the motivation of the employee performance (y) them in significant statistic where the value of t = 2,924 with a value of a sig p () = .005 and t = 2,011 with a value of p = 0,048 (& it is; 0.05). Thus h0 rejected that shows is culture organization (x1 and x2 work (motivation of the employee performance (y). Based on the calculation on pyx1 = 0,392 it is known and pyx2 = 0,269 r2 0,336 with a value of as much as

Thus the framework of empirical a causal relation between culture organization (x1) and motivation work (x2) with the employee performance (y) can be described as follows.



Equation: y = 0,392 x1 + 0,269 x2 + 0,796e

The amount of the influence of variable who do not be inserted in a model is Py ϵ is $\sqrt{(1-0,366)} = 0,796$ Thus that cultures organization (x1) and motivation work (x2) in bersama-sama affect the employee performance (y) of 22, 4% + 14,2% = 36,6%

The size of the other outside the influence of variable variable culture organization (x1 and x2) motivation work (non-competitive purchase will be 63.4 % (0,7962 = 0,634). This Article Discusses the Organizational Culture and Work Motivation Toward The Employee Performance Variable. Organizational Culture have been examined extensively by previous researchers including: (Harini et al., 2020), (Elmi et al., 2016). Motivational have been examined extensively by previous researchers including: (Riyanto, Sutrisno, et al., 2017a), (Bastari et al., 2020), (Prayetno& Ali, 2017), (Rivai et al., 2017), (Chauhan et al., 2019).

Employee Performance have been examined extensively by previous researchers including: (Ali, Limakrisna, et al., 2016), (Prihartono& Ali, 2020), (Ansori& Ali, 2017), (Harini et al., 2020), (Riyanto, Pratomo, et al., 2017), (Brata, Husani, Hapzi, 2017), (Agussalim, Kristin, et al., 2016), (Desfiandi et al., 2017), (Sulaeman et al., 2019), (Djojo& Ali, 2012), (Riyanto, Sutrisno, et al., 2017a), (Octavia & Ali, 2017), (Prayetno& Ali, 2017), (Ridwan et al., 2020), (DjokoSetyoWidodo, P. Eddy SanusiSilitonga, 2017), (Agussalim, AyuRezkianaPutri, et al., 2016),

5.CONCLUSION

The research organization about from its and motivation work on performance employees to conclude:

- 1. Based on a review of karkteristik cultural organization that organization was not membudayacomprehensively.Some of the characteristics of demonstrated the value of good: , risk tolerance for action , integrity , management support , control function the briefing, the existence of employees and the communication.But there are still a three characteristics that are not supporting the creation of the strong, cultural organization namely: , individual initiative system of rewards and sanction to conflict
- 2. Work is still lacking. employee motivationIt is explained by the response by respondents of pernyataan-pernyataan about the motivation to work that provide an illustration that the needs fisologis, the needs of, sense of security the need for social, the need for an award and the need for self actualization have not been as expected
- 3. The employee performance is still in need of attention, this is explained by the response of the respondents which showed the achievement of the quality of work is still below 50 %, the number of civil servants have not then still there are reasons why there are still as the number of civil servants showed negative attitude in support the performance.

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