The Influence of Organizational Culture and Work Environment on Employee Performance

Wiwin Nur Aeni[1]; Krida Puji Rahayu[2]

[1,2,] University of Pamulang, South Tangerang
E-mail: aeniwiwin1234@gmail.com

ARTICLE INFO	ABSTRACT
	This research aims to determinethe influence of Organizational Culture and Work Environment on Employee Performance at PT. Varia Internasional Pratama Parung Panjang. This type of research is a quantitative method, with a sample size of 67 respondents. The analytical methods used include: validity test, normality test, reliability test, multicollinearity test, autocorrelation test, heteroscedasticity test, correlation coefficient, coefficient of determination, simple linear regression analysis, multiple linear regression, partial test (t) and simultaneous test (f). The (partial) test results of the Organizational Culture variable on employee performance with a value of $t_{count} > t_{table}$ (14.171> 1.997) and a significant 0.000 > 0.05. The (partial) test result of the Work Environment variable on Employee Performance with a value of $t_{count} > t_{table}$ (8.513 > 1.997) and significance 0.000 < 0.05. Simultaneously testing the hypothesis obtained a value of $F_{count} > F_{table}$ (105.624 > 3.13). This is also reinforced by a significance value of 0.000 < 0.05, so it can be said that organizational culture and the work environment have a significant simultaneous effect on employee performance

INTRODUCTION

In every company, the potential of human resources is essentially one of the main capital and plays an important role in achieving the organizational goals of a company. Therefore, companies need to manage human resources as best as possible. Because human resources are the key to success in a company in achieving company goals. In essence, human resources are an association or group of people employed in an

organization as a driving force to achieve organizational goals. At this time, employees are no longer a rear resource but rather are capital or assets for the company. Employees and companies are two things that cannot be separated. Employees play a major role in running a company's life well, that is, if the company has good employees, this in turn is able to create good company performance as well. Good employee performance can be seen from various sides. Therefore, it is very necessary for companies to carry out performance assessments to determine the extent to which employees are able to play a role in the company's development. Organizational culture is very necessary for every company or agency which needs to always be developed and adapted to changes in the organizational environment. The rapid development of science and technology has an impact on society in general, including employees involved in organizations. As a result, employees have higher demands to improve their performance. For example, employees are obliged to obey and respect their superiors, be disciplined and carry out their duties in accordance with the organization's code of ethics. In its implementation, the organizational culture at PT. Varia Internasional Pratama Parung Panjang has not met the targets set, namely related to work planning, communication dialogue, work completion, and evaluation of expected activities that have not met their realization. Problems related to the work environment at PT. Varia Internasional Pratama Parung Panjang as seen from the air temperature at PT. Varia Internasional Pratama Parung Panjang is not good due to the lack of adequate air ventilation in each room, the noise that occurs at PT. Varia Internasional Pratama Parung Panjang which occurs due to noise from machines, irregular layout at PT. Varia Internasional Pratama Long Parung is not neat.

LITERATURE REVIEW

Organizational Culture

According to Edison, et al (2016: 120) organizational culture is a pattern of shared beliefs, behavior, assumptions and values. Organizational culture shapes the behavior and interactions of members and influences the way they work. In turn, this organizational culture is expected to be able to create an environment conducive to improving individual and organizational performance. According to Samsudi Munandari (2022:52) "Organizational culture is a way of thinking, feeling and reacting based on certain patterns that exist within an organization or part of an organization."

Work Environment

According to Nitisemito (2018: 183), the work environment is everything that is in the environment around workers and that can influence them in carrying out the tasks assigned to them, for example cleanliness, music, etc. according to Sutrisno (2018: 20) the definition of work environment is the entire work facilities and infrastructure around employees who are carrying out work which can influence the implementation of work including the work place, facilities, cleanliness, lighting, peace, including work relations between people and employees. people in that place. so that employee enthusiasm for work will increase.

Employee Performance

According to Prabu Mangkunegara (2017:67) performance is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks. Performance is an indicator of the success of company operations in achieving its goals. For this reason, an important role is needed from employees who are capable and competent in carrying out their work with good results, quickly and precisely. Then the definition of performance according to Miner in Sutrisno (2020: 170), "performance is how a person is expected to function and behave in accordance with the tasks that have been assigned to him.

METHOD

The type of research used is quantitative research. Quantitative research method according to Sugiyono (2017:44), namely "research which aims to determine the influence or relationship between two or more variables". Thus, research methods that are based on the philosophy of positism are used in researching samples and research populations. The sampling technique is generally carried out randomly and random sampling, while data collection is carried out by utilizing the research instruments used, the data analysis used is quantitative or can be measured with the aim of testing a previously established hypothesis. In the research population are employees of PT. Varia Internasional Pratama Parung Panjang, totaling 67 employees. Data analysis techniques used include: Instrument Test (Variability and Reliability Test), Normality Test, Multicollinearity Test, Heteroscedastic Test, Multiple Regression Test, t Test, F Test and Determination Test.

RESULTS AND DISCUSSION

Validity Test
The validity test is intended to test whether the statement on each question item on the questionnaire is valid or not.

If rcount > rtable, then the instrument is declared valid

If rcount ≤ rtable, then the instrument is declared invalid

Table 1 Validity Test

Question items	r count	r table	Information
X1_1	0,887	0,24	Valid
X1_2	0,868	0,24	Valid
X1_3	0,855	0,24	Valid
X1_4	0,837	0,24	Valid
X1_5	0,905	0,24	Valid
X1_6	0,886	0,24	Valid

Source: Data Processed (SPSS 25)

Based on table 1, it explains that the validity test results for a research instrument have a calculated r > r high (0.2404). So it can be concluded that all instruments in this research are valid.

Reliability Test
This reliability testing is intended to test whether a questionnaire is reliable or reliable or not.

Tabel 2
Results of the Independent and Dependent Variable Reality Test

Variabel	Cronbach's Alpha	Information
Budaya Kerja (X1)	0,893	Reliabel
Lingkungan Kerja (X2)	0,873	Reliabel
Kinerja Karyawan	0,937	Reliabel

Source: Data Processed (SPSS 25)

Based on table 2, it explains that the reliability test results can be shown by Cronbach's Alpha values of 0.893, 0.873, 0.937 or above 0.06 so it can be concluded that the variables in this study are reliable.

Multiple Regression Analysis Test

Simple linear regression analysis is used to estimate the magnitude of the coefficient resulting from a linear equation with one independent variable to be used as a prediction tool for the magnitude of the dependent variable. Following are the results of a simple linear regression test:

Table 3
Results Of Multiple linear Regression Analysis

Variabel bebas	Unstandarized Coefficient		Standarized Coefficient		
	B	Std.Error	Beta	t	Sig.
Contstant	4.124	1.502		2,745	.008
Organizatiinal Culture	.872	.107	.744	8.133	0,000
Work Environment	.130	.072	.166	1.818	.074

Source: Data Processed (SPSS 25)

Based on the results of table 3 above, the multiple linear regression equation Y = 4.124 + 0.872X$_1$ + 0.130X$_2$ is obtained.
1) The constant has a value of 4.124, this shows that X1 (Organizational Culture), X2 (Work Environment), and Y (Employee Performance) have a value of 4.124.
2) Variable X1 (Organizational Culture) has a regression coefficient value of 0.872, this means that if the value of other independent variables is fixed or does not change, then every one unit increase in the Organizational Culture variable increases (Employee Performance).

3) Variable X2 (Work Environment) has a regression coefficient value of 0.130, this means that other independent variables are fixed or unchanged, so every one unit increase in the Work Environment variable will increase employee performance.

Partial Hypothesis Test (t test)

The partial hypothesis test is used to determine whether the Work Culture (X1) and Work Environment (X2) variables have a partial effect on the Employee Performance variable (Y). The following are the results of partial hypothesis testing or t test in this research:

Table 4
Organizational Culture t-test Results

Variabel bebas	Unstandarized Coefficient		Standarized Coefficient		
	B	Std.Error	Beta	t	Sig.
Contstant	4.020	1.528		2.639	.011
Organizational Culture	1.018	.072	.869	14.171	.000

Source: Data Processed (SPSS 25)

Table 5

Work Environment t-test Results

Variabel bebas	Unstandarized Coefficient		Standarized Coefficient		
	B	Std.Error	Beta	t	Sig.
Contstant	12.425	1.560		7.966	.00
Work Environment	.568	.067	.726	8.513	.000

Source: Data Processed (SPSS 25)

1) Influence Of Organizational Culture Variables

Based on the results of the research in the table above, it can be seen that the tcount value is 14.171 > ttable 1.997 and the significant value is 0.000 < 0.05. So HO1 is rejected and HO2 is accepted. This shows that there is a positive and significant influence of the Organizational Culture variable on employee performance.

2) Influence Of Work Environment Variables

Based on the results of the research in the table above, it can be seen that the tcount value is 8.513> ttable 1.997 and the significant value is 0.000 <0.05. So HO1 is rejected and HO2 is accepted. This shows that there is a positive and significant influence of the Work Environment variable on Employee Performance.

Simultaneouse Test

This F test aims to test whether there is a joint (simultaneous) influence of each independent variable on the dependent variable.

Table 6
F Test Results

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	727.802	2	363.901	105.624	,000b
	Residual	220.497	64	3.445		
	Total	948.299	66			

Source: Data Processed (SPSS 25)

Based on table 6, it can be seen that the Fcount value is 105.624 > Ftable 3.13 and the significant value is 0.000 or smaller than the tolerable error limit, namely 5% (α = 0.05), so HO3 is rejected and Ha3 is accepted. So it can be concluded that the variables of Organizational Culture and Work Environment simultaneously influence employee performance.

Coefficient Of Determination Test

This coefficient of determination is used to determine how much influence the independent variables can explain variations in the dependent variable. The calculation results can be seen in the table below:

Table 7
Coefficient Of Determination Test Results

Model	R	R Square	Adjusted R Square	RStd. Error of the Estimate
1	,876[a]	,767	,760	1.856

Source: Data Processed (SPSS 25)

Based on table 7 of the Model Summary above, it is known that the coefficient of determination or Adjusted R square is 0.760 or equal to 76%. This figure means that the variables Organizational Culture and Work Environment simultaneously influence employee performance by 76%. Meanwhile, the remainder (100%-76%= 24%) is influenced by other variables outside those studied.

CONCLUSIONS AND SUGGESTIONS

Counclusions

Based on the results of the analysis and discussion carried out in this research, the researcher draws conclusions and provides suggestions that can be useful for the company and further research.

1. The research results show that the Organizational Culture variable (X1) has a positive and significant effect on employee performance (Y) of PT. Varia Internasional Pratama Parung Panjang. This is shown by the tcount value being greater than ttable (14.171 > 1.997) with a significance level of 0.000 < 0.05, this means that the results show that Organizational Culture (X1) has an influence on employee performance (Y).

2. The research results show that the Work Environment variable (X2) has a positive and significant effect on employee performance (Y) of PT. Varia Internasional Pratama Parung Panjang. This is shown by the tcount value being greater than ttable (8.513 > 1.997) with a significance level of 0.000 < 0.05, this means that the results show that the Work Environment (X2) has an effect on Employee Performance (Y).

3. The research results show that the variables Organizational Culture (X1), Work Environment (X2) influence PT Employee Performance (Y). Varia Internasional Pratama Parung Panjang. This is shown by the value of fcount being greater than ftable (105.624 > 3.13). It can be concluded that Organizational Culture (X1) and Work Environment (X2) simultaneously have a simultaneous influence on Employee Performance (Y) of PT. Varia Internasional Pratama Parung Panjang.

Suggestion

Based on the research results and conclusions, several suggestions can be made, namely:

1. Suggestions for companies

Based on the research results that have been presented, to improve employee performance at PT. Varia Internasional Pratama Parung Panjang, the author suggests:

1. Results of research assessing organizational culture on employee performance at PT. Varia Internasional Pratama Parung Panjang has the lowest rating on the self-awareness indicator. Therefore, the leadership of PT. Varia Internasion Pratama Parung Panjang must develop feedback skills, feedback is one effective way to build self-awareness. This can help improve the overall organizational culture and can help build relationships between employers and their employees leading to more open communication within the team.

2. The quality of the work environment in order to improve employee performance should also be further improved regarding employee comfort, with a spacious work space, good room lighting, good air circulation, and adequate equipment and tools for work.

3. Suggestions for future researchers

Suggestions for future researchers, it is hoped that they can develop this research by examining other factors both in independent variables such as compensation, work stress, workload, commitment, motivation, leadership, work discipline and so on. As well as the dependent variables, namely job satisfaction, employee work performance and so on which can influence employee performance. As is known, simultaneously, the results of this research have an influence of the independent variable on the dependent variable of 76.7%. So there are still other variables outside of research that can influence employee performance. Where by developing variables you can develop

this research, as well as increase insight into information related to matters that influence employee performance. Apart from that, researchers can also further increase the number of samples or number of respondents so that they can present the perceptions of employees.

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