

# WORK DISCIPLINE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT OFFICE BADAN KESATUAN BANGSA DAN POLITIK KABUPATEN MUSI RAWAS

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**Abstract.** Research at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas The number of respondents was 45 people. This study aims to determine the effect of work discipline and organizational culture on employee performance at the Office of National Unity and Politics in Musi Rawas Regency. The method used in this study using a questionnaire and observation. The data analysis technique used was simple regression test, correlation coefficient, t test, multiple regression test, determination test and f test. Testing the first hypothesis, namely the variable Work Discipline (X1) on employee performance (Y) shows that t count produces a coefficient of 9.951. With a sample size of 45, it was found that  $df = 45 - 2 = 43$  at a significant level of 0.05, the critical t-table value was 1.681. With these results it can be said that Work Discipline has a significant influence on employee performance because  $t_{count} (9.951) > t_{table} (1.681)$ . Testing the second hypothesis, namely the Organizational Culture variable (X2) on employee performance (Y) shows that t count produces a coefficient of 8.893. With a sample size of 45, it was found that  $df = 45 - 2 = 43$  at a significant level of 0.05, the critical t-table value was 1.681. With these results it can be said that Organizational Culture has a significant influence on employee performance because  $t_{count} (8.893) > t_{table} (1.681)$ . And testing the third hypothesis, it was found that the fcount value obtained was  $98.584 > F_{table} = 3.22$  and the significant level simultaneously sig F was 0.000. This shows that Work Discipline (X1) and Organizational Culture (X2) have a significant influence on Employee Performance (Y). Based on the results of the study, it can be concluded that in order to improve the performance of the at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas, Work Discipline and Organizational Culture must also be improved in the work environment of the Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas

**Keywords:** Work Discipline, Organizational Culture and Employee Performance.

## INTRODUCTION

The level of achievement or work results of a person from the goals to be achieved or the tasks to be achieved in accordance with their respective responsibilities based on the definition of performance, namely: Performance was the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and making an economic contribution (Bintoro & Daryanto, 2017). Conducting an effective performance appraisal or evaluation provides information about the desired outcome of a job. In general, there was a performance appraisal where the benefits of performance include : a careful performance appraisal can help improve employee performance throughout the year. An effective appraisal process was a part of human resource management that can help organizations succeed. And was a key component of competitive strategy (Busro, 2018)

There were several factors that affect employee performance are individual variables, psychological variables, organizational variables. Individual variables include abilities and skills both physical and mental; background, such as family, social level and experience; demographics,

regarding age, origin and gender. Psychological variables include perception, attitude, personality, learning, motivation. Organizational variables include resources, leadership, rewards, structure and job design. Whereas the factors affecting employee performance consist of motivation, ability, knowledge, expertise, education, experience, training, interests, personality attitudes, physical conditions and physiological needs, social needs, and egoistic needs (Priansa, 2018).

## RESEARCH METHOD

### 1. Population and Sample

#### a. Population

The population was a generalized area consisting of objects/subjects that have certain qualities and characteristics that were applied by researchers to study and then conclusions are drawn (Sugiyono, 2018). Population was a group of people, events or everything that has certain characteristics. The population in this study were all 45 research objects at the Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas.

#### b. Sample

The sample was part of the number and characteristics possessed by the population (Sugiyono, 2018). Because the population is 45 people, the sample used was a saturated sample of all employees, namely 45 people.

### 2. Data analysis technique

#### 1. Simple Linear Regression

Simple linear regression analysis was used to determine the effect of the independent variable, namely work discipline or organizational culture (X) on the dependent variable, namely employee performance (Y). To determine the similarity of the two average variables with the following formula:

$$Y = a + b X + e$$

Where :

Y = Employee Performance

X = Work Discipline and Organizational Culture

a = Constant

b1, b2 = Regression Coefficient

e = term error

#### 2. Correlation coefficient

The correlation coefficient was looking for a relationship between the independent variable Work Discipline or Organizational Culture (X) and the dependent variable Employee performance (Y) using the product moment formula as follows (Sugiyono, 2018)

$$\sqrt{NXY(X)(Y)}$$

$$r_{xy} = \sqrt{\{N x^2 (X)^2\} \{N y^2 (Y)^2\}}$$

Information:

r<sub>xy</sub> : correlation coefficient

N : Number of subjects

X : Work Discipline and Organizational Culture

Y : Employee Performance

The classification of the magnitude of the correlation coefficient used is as follows:

**Table 1.** Correlation Coefficient Level

Value Range		Information
0.80	$< r_{xy} \leq 1.00$	Very good
0.60	$< r_{xy} \leq 0.80$	Well
0.40	$< r_{xy} \leq 0.60$	Enough
0.20	$< r_{xy} \leq 0.40$	Not enough
0.00	$< r_{xy} \leq 0.20$	Low
$R_{xy}$	$\leq 0.00$	Very low

(Arikunto, 2010:319)

### 3. t test

The t test was used to find a relationship between two variables (Sugiyono, 2018) a partial test (t test) was carried out to prove the hypothesis which is calculated separately by comparing tcount with ttable with the following formula:

$$t = \frac{\sqrt{r^2 n^2}}{\sqrt{1 - r^2}} \quad (\text{Sugiyono, 2018})$$

### 4. F test

The F test was used to determine whether the independent variables in terms of Work Discipline (X1) or Organizational Culture (X2) together have a significant effect on the dependent variable (Y). To test the significance by comparing Fcount with Ftable.

$$F_{\text{count}} = \frac{R^2 \cdot nm1}{m1 \cdot R2}$$

Where :

$R^2$  : Regression Value

m : Number of independent variables

n : Number of respondents

If  $F_{\text{count}} \geq F_{\text{table}}$ , then reject  $H_0$  means it is significant

$F_{\text{count}} \leq F_{\text{table}}$ , then accept  $H_0$  means not significant

$F_{\text{table}} = F(1-\alpha)$  (dk quantifier = m) (dk denominator =  $n - m - 1$ )

To find out the magnitude of the regression coefficient, the regression hypothesis can be carried out jointly using the f test variant analysis through the following procedure:  $H_0: p = 0$ , indicating that there was a significant influence of Work Discipline and Organizational Culture on Employee Performance at the Office at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas.

$H_a: p \neq 0$ , indicating that there was no significant effect of Work Discipline and Organizational Culture on Employee Performance at the National Unity and Political Unity Office of Musi Rawas Regency. To determine the criteria for accepting the hypothesis, if Fcount

>  $F_{table}$  then  $H_0$  is rejected and  $H_a$  is accepted, meaning it was significant whereas if  $F_{count} < F_{table}$ , then  $H_0$  was accepted and  $H_a$  is rejected, meaning it is not significant.

Information :

$H_a$  = Correlation coefficient value

$N$  = Number of respondents

Distribution (t table) for  $\alpha = 0.05$  and degrees of freedom ( $dk = n - 2$ ).

The decision rule was if  $t_{count} > t_{table}$  means accepted otherwise  $t_{count} < t_{table}$  means not accepted or rejected. The t test was said to be significant if

$t_{count} > t_{table}$ , while the t test is not significant if  $t_{count} < t_{table}$ .

### 3. Multiple linear regression

Multiple linear regression analysis was used to determine the effect of the independent variables, namely Work Discipline ( $X_1$ ) and Organizational Culture ( $X_2$ ) on the dependent variable, namely employee performance ( $Y$ ). To determine the similarity of the two average variables with the following formula:

$$y = a + b_1 X_1 + b_2 X_2 \quad (\text{Sugiyono, 2018})$$

Where :

$Y$  = Employee Performance

$X_1$  = Work Discipline

$X_2$  = Organizational Culture

$a$  = Constant

$b$  = Regression Coefficient

### 4. Coefficient of Determination

Used to determine the percentage of contribution between the independent variables, namely Work Discipline ( $X_1$ ) or Organizational Culture ( $X_2$ ) and variables dependent namely Employee Performance ( $Y$ ) with the formula:

$$R^2 = \frac{b_1 X_1 Y - b_2 X_2 Y}{Y^2}$$

Where :

$R^2$  = Coefficient of Determination

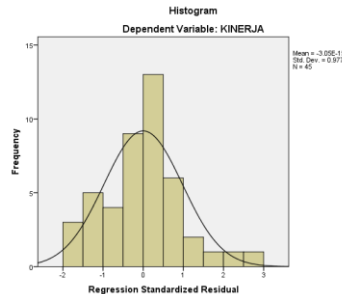
$b_1$  = Work Discipline Correlation Efficiency

$b_2$  = Organizational Culture Correlation

## RESULT AND ANALYSIS

Before the statistical test was carried out, the item statement will first be tested using a validity test. The data tested comes from independent variables, namely work discipline and organizational culture, the dependent variable is performance. The results of the validity of all indicators in each statement item on the results obtained from 20 employee respondents at the Office of National Unity and Politics in Lubuklinggau City. A concept can represent a variable that is

formed if the corrected item total correlation (correlation score) > rtable 0.444 with an alpha of 5%. This calculation uses the help of the SPSS 22 program.

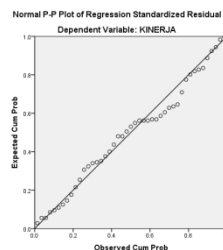


Source: Processed Results from SPSS Data 22

In the picture above the data taken has followed a normal distribution. The normal distribution is indicated by the resulting hitogram output. In the figure above it appears that each data was spread throughout the normal region. The normal area itself was the area under the curve which is shaped like an inverted bell.

Normal distributed data was also evident in the output below. PP Plot normal results. The points spread along the regression line. This means that the distribution of the data was even so that an even Y can also be produced on the regression line.

#### PP Plot Normality Test Image



Source: Processed Results from SPSS Data 22, 2020

### 1. Effect of Work Discipline on Employee Performance

The results of the research carried out obtained a simple regression equation, namely  $Y = 10.546 + 0.902 X_1$  constant value of 10.546 stating that if work discipline does not exist or the value was zero, then the value of the performance variable (Y) was 10.546 while the regression coefficient was 0.902 meaning that the work discipline variable bears 1 unit, then the value of the work discipline variable ( $X_1$ ) will change positively by 0.902.

The correlation coefficient value shows that the correlation coefficient in column R was between work discipline with employee performance was  $R=0.835$ . This shows that work discipline ( $X_1$ ) with employee performance (Y) has a significant relationship.

This means that p Positive work discipline variable has a significant influence on employee performance at the Office at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas, based on the t test of 9.951. With this it can be said that work discipline has a significant influence on performance because t count (9.951) > t table (1.681).

This means that partially variable work discipline has a significant influence on employee performance at the Office at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas. This was in line with the results of research on the Effect of Work Discipline and Organizational Culture on Employee Performance at the Secretariat of the Regional People's Representative Council of Jombang Regency. (Mardi, 2016)

## 2. The Effect of Organizational Culture on Employee Performance

The results of the research carried out obtained a simple regression equation that was  $Y = 26.655 + 0.646 X_2$  constant value of 26.655 stating that Organizational Culture does not exist or has a zero value, then the value of the performance variable (Y) was 26.655 while the regression coefficient was 0.646 meaning Organizational Culture, then the value of the variable Performance (Y) will change positively by 0.646.

The correlation coefficient value shows that the correlation coefficient in column R between Organizational Culture and Employee Performance was  $R=0.805$ . This shows that Organizational Culture ( $X_2$ ) and employee performance (Y) have a significant relationship.

It can be said that Organizational Culture has a positive and significant influence on performance because  $t$  count (8.893) >  $t$  table (1.681). This means that partially the Organizational Culture variable has a significant influence on employee performance at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas, in accordance with the theory and research results of the Effect of Work Discipline, Organizational Culture and Work Environment on the Performance of Pekalongan Regional Secretariat Employees. (Natasya Primananda & Indi Djastuti, 2015)

## 3. The Effect of Work Discipline and Organizational Culture on Employee Performance

The results of the tests carried out obtained the results of calculations with the multiple linear regression equation with the equation  $Y = 6.769 + 0.587 X_1 + 0.370 X_2$ . A constant value of  $a = 6.769$  was a constant number which means that if the independent variables namely  $X_1$  (Work Discipline) and  $X_2$  (Organizational Culture) were equal to zero, then the magnitude of the variable Y (Performance) was 6.769. In other words, if the value of the independent variables (Work Discipline and Organizational Culture) was considered zero, then the magnitude of the affected variable (employee performance) was 6.769.  $b_1 = 0.587$  was the magnitude of the regression coefficient of the independent variable  $X_1$  (Work Discipline), so each increase (addition) to the  $X_1$  variable (Work Discipline) will increase the dependent variable Y (Performance) by 0.587.  $b_2=0.370$  was the magnitude of the regression coefficient of the independent variable  $X_2$  (Organizational Culture), which means that each increase (addition) to the variable  $X_2$  (Organizational Culture) will increase the dependent variable Y (performance) by 0.370 was the magnitude of the regression coefficient of the independent variable  $X_1$  (Work Discipline), then every increase (addition) of variable  $X_2$  (Organizational Culture) will increase the dependent variable Y (performance) by 0.370.

From the calculation of the coefficient of determination, the coefficient of determination was  $R^2 = 0.824$ . This shows that the variable Work Discipline ( $X_1$ ) and Organizational Culture ( $X_2$ ) on Performance (Y) was 0.824 or 82% and after adjusting the value of 18% is influenced by the variable others that were not included in this study.

Based on the results of calculating the  $f$  value, the  $f$  count value was 98.584 using a 95% confidence level  $\alpha = 5\%$  and  $df_2 (nk-1) = 45-2-1 = 42$  ( $n$  was the amount of data). Thus the results obtained for  $F_{table}$  at level 42 were 3.22 so that  $H_0$  was rejected and  $H_a$  was accepted, which means that there was a simultaneous influence between Work Discipline and

Organizational Culture on Employee Performance in the Office at Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas.

Strengthened by the results of previous research, research conducted with the title *The Influence of Work Discipline and Organizational Culture on Employee Performance of the Secretariat of the Office Badan Kesatuan Bangsa Dan Politik Kabupaten Musi Rawas*. This study uses quantitative research. The population used was all civil servants (PNS), totaling 37 respondents. The results of the study show that work discipline (X1) and organizational culture (X2) have a positive and significant effect on employee performance (Y), both partially and collectively (Mardi, 2016).

Then in research with the title *Effect of Work Discipline, Organizational Culture and Work Environment on the Performance of Pekalongan Regional Secretariat Employees*. The results of the study show that work discipline, organizational culture and work environment have an impact on employee performance. Based on Adjusted R Square was 0.616 which indicates that the performance of employees at the Pekalongan Regional Secretariat was related to three independent variables. (natasya primanda & indi djastuti, 2015).

In addition, the results showed a correlation coefficient of 144%, a coefficient of determination of 62.1%, the f test stated that there was an influence of the independent variables that affected the dependent variable with a significant value of  $0.001 < 0.05$ , the t test stated that both variables X1 and X2 had an effect on Y, with X1 having a significant effect of  $0.013 < 0.05$ , while X2 has a significant effect on Y with a value of  $0.020 < 0.05$ . (Priyono, 2015)

## CONCLUSION

Based on the results of research and discussion it can be concluded as follows:

1. Work Discipline has a significant positive effect on employee performance at the Office of National Unity and Politics based on a regression coefficient of 0.902, a correlation coefficient of 0.835 and the results of the t test  $(9.951) > t$  table (1.681).
2. Organizational culture has a significant positive effect on employee performance variables at the Office of National Unity and Politics based on the regression coefficient value of 0.646 and the results of the t test  $(8.893) > t$  table (1.681).
3. Work Discipline and Organizational Culture have a significant positive and simultaneous influence on employee performance at the Office of National Unity and Politics based on the results of the multiple linear regression equation  $Y = 6.765 + 0.587X1 + 0.370X2$  with regression coefficients  $b1 = 0.587$  and  $b2 = 0.370$ , coefficient of determination of 0.824, and the results of the F test are  $f_{count} 98.584 > f_{table} 3.22$ .

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