

# **Statistical Analysis in Measuring Employee Performance at Department Store**

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## **Abstract**

The decline in sales achievement by Matahari Department Store Tunjungan Plaza Surabaya was become a concern problem in the company. Following the decline in employee performance because of inharmonious and uncomfortable organizational culture, lack of motivation and employee competencies. The purpose of this study is to analyze the significant and partial effect between organizational culture, work motivation and competence on employee performance in Matahari Department Store Tunjungan Plaza Surabaya. This study uses a quantitative approach and the correlation research method with sampling techniques using "purposive sampling", the sample in this study reach to 70 people from a population of 1040 skilled employees. The results of the F test was concluded that organizational culture, work motivation and competence had a significant effect on employee performance simultaneously. This means that by increasing the variables of organizational culture, work motivation and competence will improve employee performance. The results on the t-test was concluded that organizational culture and work motivation have a significant partial effect on employee performance, while competence does not have a significant partial effect on employee performance. Companies can build a conducive work culture and create solid teamwork to create productive employees. To stimulate employees to be more innovative and have new ideas for the development of the company, they must implement continuous education and training to improve employee competencies.

**Keywords:** organizational culture, work motivation, competence, employee performance

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