The Influence of Work Motivation and Organizational Culture to Employee Performance

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Abstract

This research was conducted to determine the effect of work motivation and organizational culture on employee performance at the Sapta Jaya Community Health Center, Rantau District, Aceh Tamiang Regency. The sampling technique used is non probability using saturated sampling. The sample in this study amounted to 50 respondents. The data analysis method used is multiple linear regression analysis, hypothesis testing using t test, F test, and determination test (R^2). The results showed that $Y = 1.766 + 0.288X1 + 0.346X2$. The results of t test work motivation t sig $<\alpha$ 5% (0.037 <0.05) can be stated that work motivation has a significant effect on employee performance. The results of the t test for organizational culture t sig $<\alpha$ 5% (0.013 <0.05) can be stated that organizational culture has a significant effect on employee performance. The results of the F test are known from F sig $<\alpha$ 5% (0.000 <0.05), it can be stated that work motivation and organizational culture simultaneously have a significant effect on employee performance. The result of the coefficient of determination (R2) is 0.327 or 32.7%. Work motivation and organizational culture affect employee performance and the remaining 67.3% is influenced by other variables.

Keywords: Work Motivation, Organizational Culture, and Performance

1. Introduction

In any organisation, it is not possible to negotiate the availability of skilled human resources (HR). The Root technical resource can be seen from the results of its output quality. As the implementation of information science and technology becomes a very significant source of competitive advantage, the ability from success is to provide services to the public

It requires the competitiveness of a good corporate organization to provide good service. An organization must compete not only in terms of productivity to stimulate the morale of employees, but also in its ability to provide good public services and other quality services.

An organization or company's competitiveness will be largely determined by the competence of the quality of human resources it has. Competitive companies that are increasing have forced the organization to include human resource quality in the organizational development strategy in the approach of organizational and human resource management (Syardiansah et al, 2020). Management of human resources is an important factor in the success of the organization's business performance. The main challenges facing the organization in the present and future are how to prepare for quality, innovative and highly creative human resources.

In order to achieve employee performance in line with organizational objectives, work motivation and organizational culture must be maintained in the organization to continue to be enhanced. Based on the findings of prior research carried out by Syardiansah et.al. At The Royal Hotel in East Aceh and Cut Meutia Langsa Hospital (2020), it was found that organizational culture has a major impact on the performance of employees. Similarly, only the results of research carried out by Syardiansah et.al. At PT Pati Sari in Aceh Tamiang (2019), the motivation to work has a significant impact on employee performance.

Work motivation is the activity of behaviors that work to meet business needs (Haryati et al. 2019; Mora et al. 2020; Latief et al. 2019). Work motivation is a set of behaviors that provide a foundation for a person to act in a manner that is direct to a specific goal Fahmi (2016). According to Sutrisno (2015), the factors that influence work motivation are derived from internal factors that are self-employed, such as: intention to live, intention to have the object, intention to receive the award, intention to gain recognition, desire to have a power. External factor that comes from outside self-employees, such as: condition of the work environment, adequate compensation, good supervision, guarantee of employment, status and responsibility, policy flexiblelity.

According to Ratna (2015), work motivation dimensions cover: salary (salary was received with a salary expected by the employee, salary is accepted in accordance with the workload), relationship between employees in helping each other to assist the task with employee relationships. Working and working conditions in the workplace with physical comfort conditions and non-physical conditions.

Work motivation provides a great advantage because work motivation is a factor driving a person's behavior to do a good job. The employees who get motivation from colleagues, it can inspire enthusiasm for work. The Sapta Jaya subdistrict of Rantau district of Aceh Tamiang employee health center provides a sense of satisfaction and comfort in carrying out the task of the job that will be done directly, so that the employees who have been given the motivation will work much better and ultimately have an impact on performance improvement. The employee who get motivated at work will do the good work that ultimately leads to good cultural organizations.

Organizational culture is a pattern of assuming that a person or employee has found, created or developed the basis with the intention that the government institution can cope with and overcome the problems that arise (Abduloh et al. 2020; John et al. 2020 ; Wijoyo et al . 2020). Organizational culture is a system of meaning alongside that adopted by the members of the organization that distinguishes the organization from other organizations, according to Robbins in Sunyoto (2011).In the meantime, according to Badeni (20 13), organizational culture is a set of values, assumptions, and standards of behavior that most members of the organization develop and believe as a reference in the management of the organization or the resolution of organizational problems, both internally (increasing efficiency, effectiveness, and integration) and in the face of external problems.

Organizational culture, according to Sunyoto (2011), has two primary functions: as the mechanism of internal integration, where the members of the organization can be united so that they can understand how to interact with each other. The internal role of integration will give someone and colleagues more collective identity and provide guidance on how someone can efficiently collaborate. The organizational culture determines how the organization meets its various goals and deals with external parties as an external adaptation process. In response to changing times, competition, innovation and consumer services, this function will ensure a level of organizational adaptation.

In interacting within government institutions, cultural organizations become a benchmark alongside them in the power of human resources (HR). Cultural organizations can also influence the way employees act and become a benchmark in each PHC Sapta Jaya sub-district Rantau district of Aceh Tamiang district policy.

Performance can illustrate the level of achievement of the implementation of an activity program in the achievement of the company's objectives, goals, vision and mission of the organization, as outlined in an organization's strategic

planning. Improving an employee's performance is not work that can be done easily, in a fast but necessary process to achieve (David et al. 2019; Haudi et al. 2020 ; Cahyono et al. 2020). One of the ways that each institution usually implements to improve employee performance by paying attention to the organization's culture and creating motivational work for employees. According to Bangun (2012), performance is the result of a person's work based on the job's demands (job requitment).

In the meantime, performance is the result of work and work behavior that has been accomplished in completing tasks and responsibilities given over a certain period, according to Kasmir (2016). As for the variables that affect performance, namely the ability to properly complete work, according to what has been determined, the motivation of a person to do a job will increase his performance, and opportunity is a function of the absence of obstacles controlled by the employee

Several indicators can be used to measure employee performance. In Kasmir (2016), there are five types of employee and employee performance indicators, namely: k Quality of (quality) performed by seeing the quality (quality) of the work produced through a specific process. The more perfect a product, the better the performance, and vice versa if the quality of the low-produced work is too low the performance. Quantity (amount) that a person produces by looking at the quantity (amount).

Time (period of time) , to a certain types of job given limit of time in completing the job . If the provisions of these are abused or not met, then it can be considered to perform less well, as well as vice versa. Supervision, with their oversight, then each job will produce a good performance. While a job that does not track the work's outcomes may already be sure the results that are not good would be much worse than that predicted. And h an association between the staff will create an atmosphere that is comfortable and works together that allows mutual support for each other to generate much better work activity.

2. Reaserch Method

This research was conducted at the Sapta Jaya sub-district health center in the Rantau district of Aceh Tamiang, situated in the Cempaka village of Jl village of the Suka Mulia district of the Rantau district of Aceh Tamiang. The research population in the whole district of Aceh Tamiang, which included 50 participants, is the Sapta Jaya Health Center.

The sampling technique used in this study is *non-probability* using saturated sampling, which is a sampling technique when all members of the population are used as samples (Sugiyono, 2016). Therefore, the number of samples used is the same as the population, which is 50 respondents.

In this analysis, data sources for a data primer were collected directly from workers in health centers in the Aceh Tamiang district of Sapta Jaya subdistrict of Rantau. And secondary data, knowledge collected from reference books, papers, archives, which are considered to be reference help in the form of hypotheses and data relating to the study of this.

In this research, the collection of data is a means of observation, interviews and questionnaires (Sugiyono 2014). Study observations are carried out by analyzing everyday tasks conducted by the workers. In order to collect more data to solve problems, interviews are carried out to obtain more information. Researchers collect and process the data from the questionnaire for the benefit of the analysis to provide weight scores of each question-based s if Likert uses the 1-5 scoring system.

Data analysis approaches in the research are the use of a quantitative approach of multiple linear regression analysis. In this analysis, the variable relationship model $Y = a + b_1 X_1 + b_2 X_2$.
Where:
Y = Performance appraisal
X_1 = Work motivation
X_2 = Organizational culture
a = Constanta
b_1, b_2 = Regression Coefficient

As for the hypothesis test, the test is partial (test t), which is to analyze the importance of the relationship between each variable X and Y. (Sunyoto, 2013). As for the form of the hypothesis test, as follows: $H_0:b_1{\neq}b_2{\neq}0$, the effect of a variable independent of the dependent variable was not significant. $H_a :b_1=b_2=0$, an independent variable significantly have effect on the dependent variable. Decision requirements are as follows: H_o accepted if $t_{significant}>5\%$ and H_a accepted if $t_{significant}<5\%$.

Simultaneous testing of the hypothesis (Test F) was carried out to simultaneously test the importance of the relationship between X and Y variables. As for the form of the hypothesis test, as follows: $H_o:b_1{\neq}b_2{\neq}0$, simultaneously there is the effect was not significant from a variable independent to variable dependent. $Ha:b_1=b_2=0$, simultaneously there is influence significantly from variable independent to variable dependent. Criteria for making the decision as follows: H_o, accepted if $F_{significantly}>$ 5% and H_a accepted if $F_{significant}<5\%$

The determination coefficient (R^2) of the multiple regression results indicates how large a variable bound by the independent variable can be explained (Sunyoto 2013). The decision coefficient is $0 \leq R \leq 1$. The decision coefficient (R^2) is between 0 (zero) and 1 (one). A zero value is provided by the determination coefficient (R^2), so the independent variable has absolutely no effect on the dependent variable. If the coefficient of decision is similar to one, the independent variable may be assumed to influence the dependent variable.

3. Results and Discussion

Processing results using the input method based on data derived from questionnaire outcomes distributed to 50 respondents. The SPSS statistics 23 are used to measure the statistics in the regression linear multiple. On the basis of the calculation results, the equation linear regression multiple obtained by $Y = 1,766 + 0,288X_1 + 0,346X_2$

Table 1 Multiple Regression Linear Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.766	.502		3.518	.001
	Work Motivation	.288	.135	.297	2.142	.037
	Organizational Culture	.346	.133	.360	2.596	.013

Source: processed data SPSS, 2019

It is possible to understand from the linear regression equation that values of 1,766 are the value of employees' constant results. This means that if the independent variable equals zero or constant, the value of employee output would be constant at 1,766.

A positive effect of 0.288 is demonstrated by the job motivation variable (X 1). This implies that it would improve employee efficiency by 0.288 any time there is an increase of 1 unit in the job motivation variable. The variable of organizational culture (X 2) shows a positive effect of 0, 346 on employee efficiency. This implies that it would improve employee efficiency by 0, 346 each time there is an increase of 1 unit in the organizational culture variable.

For 0.037 <0.05, the use of values significantly from variable job motivation was obtained, then the hypothesis that work motivation affects the performance of the workers received significantly. That is, job motivation has a big effect on employee performance. The significant value of the organizational culture variable is gained by 0.0 13 < 0.05, then the hypothesis that states that the culture of the company has a significant effect on employee performance is obtained. That is, the organizational culture has a huge effect on employee efficiency.

Table 2 ANOVA demonstrates the outcome test F variable task motivation and organizational culture on employee efficiency at the same time. Values F sig. It amounted to 0,000 because it can be mentioned that the variable job motivation and organizational culture at the same time have a major effect on the performance of an employee at the Sapta Jaya subdistrict of Rantau district of Aceh Tamiang health center, lower than the value of alpha (0.05). Thus, in the analysis, hypothesis is Ha is appropriate.

Table 2 ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	0.699	2	,349	11,434	,000b
	Residual	1.436	47	,031		
	Total	2.135	49			

R Square values obtained from SPSS processing in Table 3 for 0,327. It suggests that the organization's variable motivation work and culture influences the performance of employees at the Sapta Jaya health center at 0,327 or 32.7%, while the remaining 67.3 % are affected by variables other than those not examined in the study as disciplined work, culture work, organizational commitment.

Table 3 Coefficient Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.572a	.327	.299	.17481

Source: processed data SPSS, 2019

4. Conclusion

Based on results of the above discussion, it can be concluded that the test results partially indicate that the variables of work motivation and organizational culture have a significant impact on the performance of the Sapta Jaya Community Health Center, Rantau District, Aceh Tamiang Regency employees. Simultaneous test results show that work motivation and organizational culture variables have a significant impact on the performance of Sapta Jaya Community Health Center, Rantau District, Aceh Tamiang Regency employees. It is known from the results of the determination analysis coefficient that work motivation and organizational culture affect the performance of employees by 0.327% or 32.7%, while the remaining 67.3% are affected by other variables not analyzed in this report.

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