

The Influence Of Organizational Culture, Work Ethos And Work Discipline On Employee Performance

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ABSTRACT

The purpose of this study was to determine the effect of organizational culture, work ethic and discipline on the employees working performance either partially or simultaneously. The results showed that organizational culture based on partial test was positive and significant effect on the performance, while work ethos can be good too was positive and significant effect on the performance, then work discipline also was positive and significant effect on the performance. The result of correlation coefficient can be summed up the effect of the variable X1 (organizational culture), X2 (work ethos) and X3 (discipline) to variable Y (employees performance) where the relationship is positive. Provisions applicable for F-value greater than F-table ($53.874 > 2,80$), it can be stated that the multiple correlation is significant. Thus the null hypothesis (H_0) that states there is no effect between organizational culture, work ethos and discipline influence on employees performance is rejected, while the alternative hypothesis (H_a) is accepted.

Keywords : Organizational culture, Work ethos, Discipline, Performance

INTRODUCTION

Changes in the business environment are very fast and very uncertain, requiring organizations in an industrial sector to constantly strive to improve their performance, so that in this condition it will require human resources (*quality human resources*) that can run the organization. Quality *human resources* (*human resources*) are an asset for the organization because of their role as implementers of policies and who can carry out the operational activities of the organization, for this reason in achieving organizational goals, the role of achieved. *human resources* (*human resources*) adequate is needed in encouraging performance and so it can become compete with other organizations. This is supported by Anggraeni (2020) that human resource management is the key to achieving competitive advantage.

Own performance is the level of achievement of results for the implementation of certain tasks. According to Harras, et. al. (2020) performance is defined as the level of achievement of results as well as the level of achieving organizational goals on an ongoing basis. Performance is the result achieved from the behavior of organizational

members that reflects the success in carrying out their duties. The performance itself will be influenced by internal and external factors. On the internal side, concerning the employee's personal self, his commitment to the organization and his belief in his ability to do a certain job by achieving success which Wahyu and Salam (2020) call work ethic and work discipline. Meanwhile, from the external side, it is influenced by the organizational culture that was created and the environment in which they work. For this reason that employees are always consistent with their performance, at least the organization must maintain the factors that affect performance and create an ideal organizational culture in order to create a conducive organizational environment through the formation of a work culture or organizational culture so that employees feel motivated to work harder and produce good performance. high.

According to Harras, et, al. (2020) stated that the strength of corporate culture will result in good company performance, because of the assumption that a strong culture is a culture that instills the main values firmly and is widely accepted among employees. The higher the level of acceptance of employees to the core values of the organization and the greater their commitment to these values and the stronger the organizational culture.

Another factor that can affect employee performance is work ethic. Work ethic is defined by Mukrodi and Wahyudi (2018) as a concept that views dedication or dedication to work as a very valuable value. This means that work ethic describes the extent to which an employee sides with a particular organization and its goals, and intends to maintain membership in that organization.

Work discipline encourages someone to want to do work according to the rules. Attitudes and behavior in work discipline are characterized by various initiatives, willingness, and willingness to obey the rules. That is, people who are said to be disciplined do not rigidly carry out the rules but there is a desire to be able to conform to these regulations, work according to standards, work with targets, work directed, work regularly and work to achieve company goals.

THEORETHIC

Performance employees is generally the results achieved by employees in a work that applies to a particular job. further Harras et, al. (2020) defines performance as the

result or the overall level of success of a person during a certain period in carrying out a task compared to various possibilities, such as predetermined standard results, targets, or objectives or criteria. The purpose and objective of performance is to set useful goals, not only for performance evaluation at the end of a certain period, but also for the results of the work process during that period.

Organizational Culture

Culture is the norms and habits that are accepted as truth by everyone in the organization. Organizational culture becomes a common reference among humans in interacting in organizations. According to Rusilowati (2020), organizational culture is a norm consisting of beliefs, attitudes, *core values*, and behavior patterns carried out by people in the organization. Beliefs are all assumptions and perceptions about something, a person and an organization as a whole, and are accepted as true and valid.

Work Ethic

Achieving success is the thing most desired by any organization, so in the achievement process it is necessary to involve members to improve the quality of their performance, one of the things that can improve performance is the work ethic of the employees. Ethos according to Murkodi (2018) is defined as a fundamental attitude towards self that is emitted in work in order to produce maximum work. Meanwhile, Abdullah in Anggraeni (2020) more specifically, work ethic can be defined as a commercial business that is a necessity for life, or something that is imperative from oneself, or something related to self-identity which is completely sacred. The identity contained in this, is something that has been inherent from birth.

Work Discipline

Every company generally wants employees who work to comply with the established regulations. By enacting written and unwritten regulations, it is hoped that employees will have a high discipline attitude in their work so that their work productivity can increase. Work discipline is also defined as an attitude of one's obedience to the rules / regulations that apply in the organization, namely joining oneself in the organization on the basis of awareness not because of an element of coercion (Wahyu and Slama, 2020).

METHOD

This research uses multiple regression analysis method based on the explanation of qualitative descriptive analysis. The aim is to explain the aspects that are appropriate or relevant to the observed phenomenon and explain the characteristics of the existing phenomenon or problem.

The sampling technique used in this study is one of the methods of census sampling technique or saturated sampling, that is, the entire population is used as the sample in the study, due to the limitations of the existing population or the study wants to make generalization results with small errors (Sugiyono, 2008: 122). The sample set by the author is 53 respondents.

Result

Based on the partial test, it can be seen that:

1. Organizational culture has a positive and significant effect on employee performance 0.370. The results of this analysis have an explanation that performance is closely related to organizational culture in order to encourage its members to behave as expected. Organizational culture is a facility that is available and created as a specific characteristic to align the members in it to behave and behave in accordance with what is expected for the achievement of goals. A good organizational culture will create a conducive and comfortable work environment, so that it has an impact on a sense of at home, enthusiasm and calm which in turn will be able to complete work well and produce satisfactory performance.
2. Work ethic has a positive and significant effect on employee performance 0.246. This result is in line with the statement put forward by Wahyu and Salam (2020) that work ethic is defined as a fundamental attitude towards oneself that is emitted at work in order to produce maximum work. In other words, work ethic is a person's awareness to work totally, strive for the best and believe that all his abilities can work optimally in order to produce satisfying work.
3. Work discipline has a positive and significant effect on employee performance 0.392. This result is reinforced by the statement in Wahyudi (2020) that discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups / communities in the form of obedience set by the government, ethics, norms, or

rules that apply for certain purposes. Good discipline is inseparable from management support to encourage the implementation of organizational standards, this is training that leads to efforts to justify and involve employee attitudes and behavior so that there is a willingness in employees to work better in order to achieve certain goals.

Based on the table above, organizational culture, work ethic and work discipline have a positive and significant effect on performance with an effect value of 0.875. This result is reinforced by research conducted by Mukrodi and Wahyudi (2018) which found that a conducive organizational culture has a significant positive correlation with performance. He mentioned that organizational culture can support employees to work more enthusiastically and passionately (hard work) and can provide a sense of comfort for employees.

The discussion above is quite clear, how important it is that a good balance between organizational culture, work ethic and work discipline must be achieved together. This means that someone who has a good performance is supported by a conducive organizational culture, high work ethic and good work discipline. The better the third factor, the better a person's performance, but on the other hand, if the three factors decrease, the performance will decrease.

CONCLUSION

Based on the results of the analysis and discussion in the previous chapter, the following conclusions can be drawn:

1. Organizational culture has a positive and significant effect on employee performance.
2. Work ethic has a positive and significant effect on employee performance.
3. Work discipline has a positive and significant effect on employee performance.
4. Organizational culture, work ethic and work discipline simultaneously have a positive and significant effect on employee performance.

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