



Employee's Performance at PT. Mitra Tri Sakti

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ABSTRACT

This study aims to determine the effect of organizational culture on employee's performance to work motivation as an intervening variable on PT. Mitra Tri Sakti. The population is all of PT. Mitra Tri Sakti employees. The samples are 50 regular employees. Data analysis technique uses alternative methods of Structural Equation Model Partial Least Square obtained by Smart PLS. The results show that organizational culture has a positive and significant effect on employee's performance, and work motivation. Work motivation, and organizational culture have a positive and significant effect on employee's performance through work motivation as an intervening.

Keywords: Effect, Employee, Employee's Performance, Organizational Culture, Work Motivation

INTRODUCTION

Human Resources (HR) in an organization is an asset with important role. It becomes the key factor in achieving performance, therefore some efforts are required to keep improving and developing it (Widyani, 2015). Human Resource Management will determine the sustainability and future development of organization, corresponding to the decision making in the planning, implementation and control of human resources including strategy, tips and actions, and the implementation of those decisions directly concerning or influencing the human resources working for and inside the organization (Aulia, 2016).

The research of Sugianingrat, *et al.* (2017) stated that performance is something that can be achieved and the ability of employees to complete their work. Sikula (in Mangkunegara, 2009:69), stated that performance assessment is a systematic evaluation of employees work and potential that can be developed. Basically, if the company wants to achieve optimal performance according to the predetermined target, it needs to give motivation to employees, to make them eager to devote their energy and mind for the work. Based on previous research conducted by Indraswari and Djastuti (2014), Zameer *et al.* (2014), Krisdiyanto (2010) and Kesuma (2007), they stated that motivation has a positive effect on the performance of an employee. However, the research of Rahmayati and Afandi (2014) stated that motivation has no effect on the employee's performance. Meanwhile the research conducted by Brahmasari (2008), stated that work motivation has a positive but not significant effect on the performance, although the work motivation has a positive and significant effect on the work satisfaction but not on performance.



RESEARCH METHOD

This research is an associative research aiming to recognize the relationship between two or more variables (Sugiyono, 2013). The research was conducted in PT. Mitra Tri Sakti located in Jl. Buana Raya Gang Mega Buana No. 11 A, Denpasar. The objects are its organizational culture, work motivation and employee's performance. The exogenous variable is organizational culture (X), the intervening variable is work motivation (Y), and the endogenous variable is employee's performance (Z). The research population is all employee of PT. Mitra Tri Sakti. Total population is 50 employees therefore they are used as respondents. In other words, this research is a census research. Based on the provisions stated by Sugiyono (2012:61) saturated sampling is a sampling technique used if all population members are used as samples. Census is the other term for saturated sample. Questionnaires were distributed to respondents who had met the criteria. Data analysis technique used Structural Equation Model Partial Least Square aided with Smart PLS software.

RESULTS AND DISCUSSION

Test of direct effect between research variables in this model is as follows.

Table 1. Path Coefficient (Direct Effect)

Path	Coefficient	T-Value	P-Value
Organizational Culture => Employee's Performance	0,278	2,122	0,034
Budaya Organisasi=>Motivasi Kerja	0,462	4,092	0,000
Motivasi Kerja => Kinerja Karyawan	0,685	5,106	0,000

Note: data processed

Based on the table above the relationship test between variables can be described as follows:

- a) Hypothesis 1: The Effect of Organizational Culture on the Employee's Performance
This research result proved that the hypothesis 1 (H1) which stated that organizational culture has a positive and significant effect on the employee's performance can be accepted.
- b) Hypothesis 2: The Effect of Organizational Culture on the Work Motivation
The coefficient score is 0,462 with t-statistics score is 4,092 above the critical score 1,96 and p-value 0,000 is lower than $\alpha = 0,05$. This research result showed that the hypothesis 2 (H2) which stated that organizational culture has a positive and significant effect on the work motivation can be proved.
- c) Hypothesis 3: The Effect of Work Motivation on the Employee's Performance
The coefficient score is 0,685 with t-statistics score is 5,106 above the critical score 1,96 and p-value 0,000 is lower than $\alpha = 0,05$ showed that work motivation has a positive and significant effect on the employee's performance. This research



result showed that the hypothesis 3 (H3) which stated that work motivation has a positive and significant effect on the employee's performance can be proved.

d) Intervening Hypothesis Test

The score of indirect effect coefficient is 0,316 with t-value higher than the critical score ($2,913 > 1,96$) and p-value 0,004 lower than $\alpha = 0,05$, therefore work motivation positively and significantly mediates the effect of organizational culture on the employee's performance.

CONCLUSIONS

Based on the problems and hypotheses, research results able to prove and answer the research problems can be obtained. The conclusions that can be drawn are as follows:

1. Organizational culture has a positive effect on the employee's performance.
2. Organizational culture has a positive effect on the work motivation.
3. Work motivation has a positive effect on the employee's performance.
4. Work motivation acts as an intervening variable of the effect of organizational culture on the employee's performance.

Recommendations

From the conclusions above, there are several recommendations and inputs that the author can submit both for the practical use of PT. Mitra Tri Sakti and for further interests, namely:

1. For the Company's Management
It is expected for the company's management to improve the employee's performance especially in the physiological needs and punctuality indicators, by conducting a way to deepen the professional skills from senior employees or professionals who master the field.
2. For future research
It is expected for the future research to include other variables, for example: organizational commitment, turnover intention, leadership, and others that might affect employee's performance.

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