

The influence of work culture on employee performance at KOMIDA Cariu branch office, Bogor Regency

Yanto Lesmana¹, Yudi Kristanto², Ali Rashid³, Dani Sumantri⁴

Management, Faculty of Business and Technology

Email: yanto.lesmana@pertiwi.ac.id

Abstract. This study aims to determine the influence of work culture on the performance of KOMIDA employees of the Cariu branch office of Bogor Regency. The sub-variables studied from work culture are habits, regulations, and values. While employee performance is the quantity, quality, time utilization, attendance rate and common goals. The research method used for this study is quantitative, with a significance level of $\alpha = 0.05$ (5%) and a confidence level of 95%. While the sample used was 35 respondents where all populations were sampled and used population samples, data collection methods by distributing questionnaires to employees of KOMIDA Bogor Regency Cariu Office. Based on the calculation results, a correlation coefficient of $r = 0.711$ is obtained which means a high level of relationship and a determination coefficient of $R = r^2 = 0.506$ shows that 50.6% diversity in Performance can be understood by diversity in Work Culture. Testing the significance of the correlation obtained $t_{count} (5.808 > t_{table} (1.671))$ at $\alpha = 0.05$, then H_0 rejected H_a accepted. And it can be concluded that there is an influence between work culture on the performance of employees of KOMIDAKantor Cariu branch, Bogor Regency.

Keywords: Content, Formatting, Article.

INTRODUCTION

In the world of work, both agencies and industries really need HR (Human Resources). One of the main parts of an organization, especially in monetary organizations such as business, is its HR. Therefore, many organizations are starting to stop playing around in creating and assembling their HR.

HR plays a vital role in the rise and fall of every business, although HR jobs and elements have been replaced by increasingly refined innovations. However, the fact is that until now, labor is still an important determining element in the production process. Therefore, every business world must have a workforce that can work productively and successfully.

The phenomenon currently faced by KOMIDA is the handling of PAR, where

PAR is a ratio that compares the difference between the amount of outstanding loans and the amount realized from the loan, can be called arrears of members from Outstanding loans, so the debt of members that should have been paid is in arrears. The arrears currently experienced are due to the habit of employees who arrive late at the minggon process (installment process), because every installment schedule the members (customers) are required to gather, so the punctuality of employees is very important and can affect the installments, if employees arrive late then the members of the group will disperse and employees will be late to go to the next gathering place. This is what causes arrears to increase.

Table 1. 1
PAR Achievements for the 2020 - 2022 Period

Year	Targ et	Realiza tion	Overhea d	Statu s
2020	1,20 %	9%	-7,80%	Not achiev ed

2021	3,24 %	7,50%	-4,26%	Not achiev ed
2022	2,40 %	7,27%	-4,87%	Not achiev ed

Source: KOMIDA

The existing phenomenon can be seen in the implementation of work culture at KOMIDA which is still not optimal, where in handling PAR(*portfolio at risk*) has not met the target set. At the end of 2022 in December, the PAR target was determined from Out Standing of Rp. 18,571,689,000.00 was 2.40%, but the realization of the achievement was 7.27%, so calculated in rupiah the total amount of arrears was Rp. 1,350,161,000.00, while the PAR target determined was Rp. 445,720,536.00.

Therefore, employee awareness of the importance of work culture must actually be integrated. Attitudes and behaviors still need improvement, as well as the need for motivation from management, because they have different characteristics and employee skills are still limited. Good employee performance will also be encouraged if the workplace culture is successful. These are things like the morals that everyone must uphold, how each person's actions will affect their work, and their philosophy.

Work culture is a daily habit that is often done both in the work environment or in the community environment which is reflected in behavior from time to time so that behavior or habits will automatically be embedded in oneself. Tubagus (2015: 29) Quoted from a journal written by Fanlia Adiprimadana Sanjaya (2021), the relationship between important components in an association controlled by representatives. Work culture is certainly not a stand-alone component, but is related to components of hierarchical culture, authoritative quality, hard work attitude, and individual idea design. Therefore, understanding that Authoritative Culture is a work culture is very important before discussing work culture.

Stoner et al in Eko Budiyanto's book (2020: 49), said that culture is a confusing combination of beliefs, ways of behaving, stories, fantasies, representations, and different thoughts that meet to find out what is important about a particular culture. In contrast, hierarchical culture consists of various important understandings shared by individuals in an association, such as standards, mentalities, and beliefs.

METHOD

The method used is a quantitative research method. Because it has been used for a long time and has become a research standard, the quantitative method is known as the traditional method. The population in this study amounted to 35 populations, Arikunto (2018: 120) argues, "if the population studied is less than 100, the sample must be taken using the population sampling method, namely sampling by taking all of the population. However, if the population is more than 100 people, then the sample taken is 10% - 15% and 20% - 25%, or actually relies on the following things:"

1. Researcher capacity is seen from time, energy and assets.
2. Limited number of observations from each subject, because there is a lot of data involved.
3. The magnitude of the risks taken by researchers.

The reason the author uses population sampling is because KOMIDA employees only number 35 people. The sample in this study numbered 35 people and based on the theory above, the employees of KOMIDA Cariu office only numbered those people, all of whom became samples in the study.

Operationalization and Measurement Variables

Table 1 Operationalization of Variables

Variabl es	Dimensions	Indicator	Source
Work culture	Habit	Behavior, Freedom, Responsibili ty	The Last Supper (2015)
	Rules	Order, comfort, discipline	
	Values	Harmony, harmony, balance	
Perform ance	Quantity of work	Ability, task completion	Girlfrien d Ruth Silaen (2021)
	Quality of work	Accuracy, neatness, precision	
	Utilization	Working time	
	Attendance rate	Activities, routines	
	Cooperation	Common goals, Common interests,	

Data Analysis Techniques

Data analysis in this study was conducted using Statistical Package for the Social Sciences (SPSS) software. Before further analysis, validity and reliability tests were conducted to ensure that the research instrument met the requirements for valid and consistent measurement.

Validity test was conducted using Pearson correlation between each item score and total score. Items are considered valid if the significance value (p-value) < 0.05 and the correlation coefficient value > 0.30 . Meanwhile, a reliability test was conducted using Alpha Cronbach, with the criteria of α value ≥ 0.70 indicating good reliability.

After the instrument is declared valid and reliable, a descriptive analysis is conducted to describe the characteristics of

the respondents and the distribution of the data. Furthermore, to answer the research hypothesis, an analysis technique using simple linear regression analysis is used. Before the inferential analysis is carried out, the data is also tested first to meet the assumptions of normality, linearity, and homoscedasticity, which are requirements in regression analysis.

RESULTS AND DISCUSSION

1. Validity Test of variable X

The results of the validity test of the X variable instrument were tested on 35 respondents who were used for the trial of 10 questionnaire questions, the results of the 10 questions, 10 questions were valid and no questions were dropped. The following is a table of the validity test of the X variable (Work culture).

Table 2 Validity Test of Work Culture (X)

No	RCount	Rtable	Status
1	0,382	0,334	VALID
2	0,61	0,334	VALID
3	0,561	0,334	VALID
4	0,754	0,334	VALID
5	0,602	0,334	VALID
6	0,728	0,334	VALID
7	0,785	0,334	VALID
8	0,791	0,334	VALID
9	0,711	0,334	VALID
10	0,694	0,334	VALID

2. Validity Test of variable Y

The results of the validity test of the Y variable instrument were tested on 35 respondents who were used for the trial of 10 questionnaire questions, the results

of the 10 questions, 10 questions were valid and no questions were dropped. The following table shows the results of the validity test of the Y variable (Performance).

Table 3 Performance Validity Test (Y)

No	RCount	Rtable	Status
1	0,82	0,334	VALID
2	0,861	0,334	VALID
3	0,905	0,334	VALID
4	0,867	0,334	VALID
5	0,896	0,334	VALID
6	0,882	0,334	VALID
7	0,818	0,334	VALID
8	0,844	0,334	VALID
9	0,825	0,334	VALID
10	0,689	0,334	VALID

Reliability Test Results

1. Reliability Test of variable X

The results of the Reliability test of variable X obtained $\alpha = 0.836$ which is greater than 0.60. This indicates that the

information of variable X is strong, which means that the investigation can be relied on or predicted assuming it has been tried many times.

SPSS Calculation Result Output

Tabel 4. Reliability Statistics

Cronbach's Alpha	N of Items
.836	10

2. Reliability Test of variable X

The results of the Reliability test of variable X obtained $\alpha = 0.950$ greater than 0.60. This indicates that the

information of variable X is strong, which means that the investigation can be relied on or predicted assuming it has been tried many times.

SPSS Calculation Result Output
Tabel 5. Reliability Statistics

Cronbach's Alpha	N of Items
.950	10

Testing the meaning of the relationship obtained t_{count} ($5,808 > t_{\text{table}}(1,671)$) at $\alpha = 0.05$ which indicates that the correlation coefficient is significant. Furthermore, the exploration speculation stating that there is a relationship between Work Culture and Performance is satisfactory. This means

that the better the Work Culture, the higher the Performance will be, while the guarantee coefficient of 0.506 indicates that 50.6% of the variation in Performance can be influenced by variations in work culture, the rest is not determined by various variables outside of work culture.

Table 6. Results of Correlation Coefficient Calculation

N	Coefficient		t_{count}	t_{table} $\alpha = 0.05$
	r	$R=r^2$		
35	0,711	0,506	5,808	1,671

* Significant correlation coefficient, t_{count} ($5,808$) $>$ $t_{\text{table}}(1,671)$ at $\alpha = 0.05$

CONCLUSION

Testing the significance of the correlation obtained t_{count} ($5,808 > t_{\text{table}}(1,671)$) at $\alpha = 0.05$, then $H_{\text{the rejected}}$ $H_{\text{a accepted}}$. And it can be concluded that there is an influence between work culture and employee performance at the KOMIDA Cariu Branch Office, Bogor Regency

SUGGESTION

Management needs to implement policies for leaders to improve Work Culture so that Performance can be further improved because Work Culture can affect Performance. Efforts to implement this policy are as follows: (1) Management must emphasize to employees to prioritize work interests over personal matters, because based on the results of the questionnaire number 1 is the lowest number for all respondents in answering questions related to prioritizing work matters over personal matters (2) Provide clear targets to subordinates because based on the results of the questionnaire number 9 is the lowest number of answers with the question I can complete more work than targeted.

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