



The influence of development programs organizational culture and work environment on the quality of human resources at the Peukan Bada Aceh Besar sub-district office employee

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ARTICLE INFO

Article history:

Received May 24, 2023

Revised Jun 02, 2023

Accepted Jun 13, 2023

Keywords:

Development Program;
Organizational Culture;
Quality of Human Resources;
Work Environmen.

ABSTRACT

This study entitled The Influence of Development Programs, Organizational Culture, and Work Environment on the Quality of Human Resources for Peukan Bada Aceh Besar District Office Employees, aims to determine the extent of the partial and simultaneous influence. Employees of the Peukan Bada Aceh Besar sub-district office made up the study's sample of 30 subjects. A questionnaire or list of questions was used to collect the data for this study. To determine the impact of the independent variable on the dependent variable at the 95% confidence level ($\alpha = 0.05$), hypothesis testing uses multiple linear regression analysis, F test (simultaneous), and t test (partial). Development program variables affect the quality of human resources, according to the research's partial test results. According to a partial test, the research's findings show that work environment factors, organizational culture factors, and development program factors all have an impact on the quality of human resources for employees. Also, using a simultaneous test, it was discovered that the factors of the Development Program, Organizational Culture, and Work Environment had a favorable impact on the Quality of Human Resources for employees of the Peukan Bada Aceh Besar District Office.

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INTRODUCTION

Management of human resources in general to facilitate the highest possible development of employees, harmonious working relations between employees and effective integration of human resources or the purpose of efficiency and cooperation so that it is expected to improve employee performance. This includes starting from selecting anyone who has the qualifications and deserves

to occupy a position in the organization (the right man in the right place) as required by the organization to how this qualification can be maintained and even improved and developed from time to time. Therefore human resource management is a continuous process in line with the process of operationalizing the organization, so attention to human resources has a special place in the organization. According to Garry (2017) human resources are policies and practices determining the "human" aspect or human resources in management positions, including recruiting, screening, training, rewarding, and appraisal. In today's dynamic global business environment, companies are required to be able to use information technology to connect many people.

Human resources are the most important asset for the organization, which essentially functions as a driving factor for every activity within the company. An organization in carrying out its activities to achieve the desired goals needs good management, especially human resources, because human resources are the main capital in planning, organizing, directing and moving the factors that exist in an organization. Based on the nature of gender equality and justice, there are equal conditions for men and women to obtain opportunities and rights as human beings, in order to be able to play a role and participate in all development activities (Wibowo, 2016).

Hamali (2016) states that human resources is a strategic approach to the skills, motivation, development and management of organizing resources. According to Sunyoto (2015) human resources is one important factor in an organization or company, in addition to other factors such as assets and capital. Human Resources, both working in the public sector and the private sector, need to be carried out in a planned and sustainable manner. The strategy for developing human resources, known as organizational management, must be flexible in accepting new ideas even though they are currently not suitable and can carry out some fundamental reforms to conventional practices and policies.

The ability of new employees combined with certain employee recognition and training programs, has not completely eliminated the gap between work abilities and task demands which leads to increased work productivity of the organization/organization as a whole. A competitive organizational strategy can be formulated through various inputs from human resources and becomes the basis for preparing human resource plans. The actions of this process go through the human resource inspection/audit stages, in order to obtain a basis for decisions on objective conditions on various strategic issues in the planned human resource needs. Organizations have put a lot of effort into building competency models to identify key competencies that organizations need to be more competitive and successful in the future.

Organizations benefit from the use of competencies because it gives them better and more sophisticated ways to manage, measure and improve the quality of their employees. Organizations use the competencies they have identified to help screen and interview the best candidates, evaluate employees, determine compensation and help make better decisions about training, promotions and assignments.

Organizational culture in essence, has good values for the progress of an organization. Organizational culture covers broader and deeper aspects and is precisely the basis for the creation of an ideal organizational climate. The issue of organizational culture has recently become a very interesting review, especially in uncertain working conditions. Organizational culture is influenced by factors of incompatibility with the work environment. This means that in an organization in addition to being influenced by individual factors, it is also influenced by community culture. To provide a common view for human resources in organizational culture, it is necessary to have a firmness that

will shape employee performance as well as motivation for both individuals and groups that have an impact on the effectiveness of the overall organizational culture.

A good, comfortable, clean and pleasant work environment will affect employee job satisfaction and improve employee performance in an organization. Conversely, if the work environment in an organization is not good, employees will feel less comfortable in their work environment so that it will affect job satisfaction and employee performance will decrease. If the work environment is safe, comfortable and pleasant, then all work and tasks given by superiors to subordinates will be completed properly, on time and employees will feel satisfied with their work. Therefore, the physical and non-physical work environment in the organization affects job satisfaction and employee performance in the organization.

A less conducive work environment and the level of ability of employees who are still lacking are problems related to career development and have an impact on the quality of human resources of employees of the Peukan Bada Aceh Besar sub-district office. The work environment at the Peukan Bada Aceh Besar sub-district office is not in accordance with employee expectations such as lighting, inappropriate work roars, noise occurs when employees focus on completing tasks and lack of supervision carried out by the leadership.

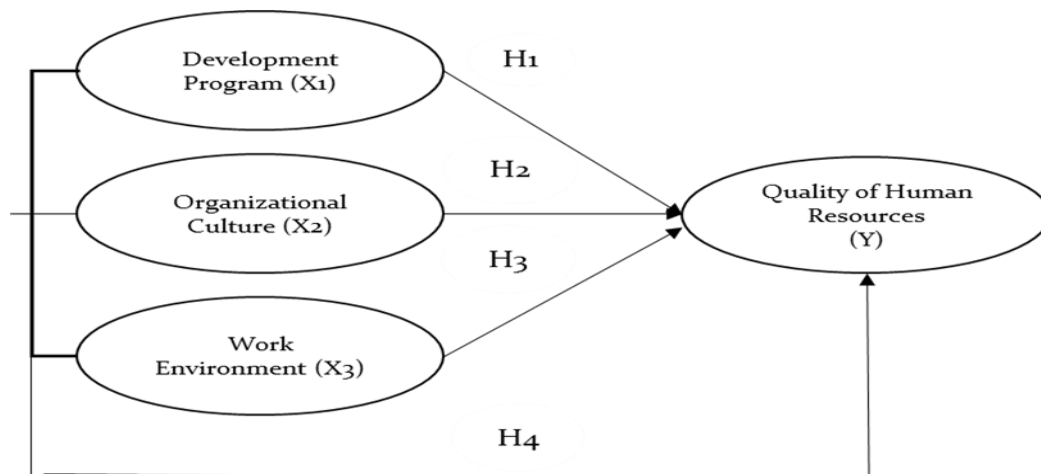
Previous research has been conducted by Subrata (2016) entitled *The Influence of Work Environment, Development Program and Organizational Culture on the Quality of Human Resources in Employees of Indosat Gallery Jember Branch*. The results showed that: (1) The work environment has a positive and significant effect on the quality of Human Resources of Indosat Jember Gallery employees; (2) The development program has a positive and significant effect on the quality of human resources for employees of Indosat Gallery Jember Branch; (3) Organizational culture has a positive and significant effect on the quality of human resources in the employees of Indosat Gallery Jember Branch, and (4) The work environment, development programs and organizational culture have a positive and significant effect simultaneously on the quality of human resources of Indosat Jember Gallery employees.

Based on the results of an initial survey on January 15, 2022 with 7 employees of the Peukan Bada Aceh Besar sub-district office, the problem is that there is a low development program (employees lack enthusiasm in improving the quality of better human resources and lack of work experience or skill level), then the work environment is inadequate and the level of employee cooperation in completing tasks is still not compact, and the completion of tasks is still lacking enthusiasm so that it can cause the quality of employee human resources to be lower. The development program is carried out by the Peukan Bada Aceh Besar sub-district office due to the presence of employees with a level of work ability that does not reach the target, low opportunities for advancement or promotion and lack of support from fellow colleagues.

RESEARCH METHOD

The data was obtained by submitting questions in the form of a table questionnaire distributed to 30 employees at random. Testing is carried out using Construct Validity aiming to find out whether the instrument that has been compiled has validity or not. Calculation of the validity of this instrument is used with the help of The Statistical Product and Service Solution (SPSS) program. In this research method, multiple linear regression analysis is used as a technique to build a mathematical model that can be used to analyze the influence of one or several independent variables on the dependent

variable. The correlation coefficient (R) is used to determine the closeness of the influence of the work environment and development programs on the quality of human resources, while the coefficient of determination (R^2) is used to see the influence of the work environment, development programs and organizational culture on the quality of human resources. quality of human resources.



Source: Adapted based on previous research (Subrata, 2016) and developed by researchers (2021)

Figure 1. The framework of thinking in this study is as seen in below

In Figure 1 is an illustration of the assumed relationship between variables that influence each other, namely:

- H₁ : The work environment has a significant effect on the quality of human resources in the employees of the Peukan Bada Aceh Besar sub-district office.
- H₂ : The development program has a significant effect on the quality of human resources in the employees of the Peukan Bada Aceh Besar sub-district office.
- H₃ : Organizational culture has a significant effect on the quality of human resources in the employees of the Peukan Bada Aceh Besar sub-district office
- H₄ : The work environment, development programs and organizational culture simultaneously have a significant effect on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office.

RESULTS AND DISCUSSIONS

To conduct reliability testing the authors use the SPSS program. Reliability testing is carried out with internal consistency or the degree of accuracy of answers. After conducting reliability testing to determine the consistency of the results of an answer about the respondent's response.

Table 1. Research variable reliability test results (Alpha Value)

No	Variable	Variable Items	Alpha Value	Reliability
1.	Quality of human resources (Y)	5	0,800	Reliable
2.	Working environment (X ₁)	5	0,841	Reliable
3.	Development program (X ₂)	5	0,845	Reliable
4.	Organizational culture (X ₃)	5	0,892	Reliable

Source: data processed by researchers 2022

The results of the Reliability test can be seen from the value of cronbach Alpha, the value of cronbach alpa good reliability is closer to 1, reliability less than 0.60 is not good, while more than 0.60 is acceptable and reliability with cronbach alpha 0.80 or above is good. From the results of reliability testing above, it can be seen that the test results of work environment variables, development programs and organizational culture are all reliable because they exceed 0.60.

In a good regression model, there is no correlation between independent variables. For the multicollinearity test in this study is to look at the value of Variance Inflation Factor (VIF). The results of the multicollinearity test can be seen in the Table 2.

Table 2. Multicollinearity test results

Independent Variable	Tolerance	VIF	Information
Work Environment (X ₁)	0,592	1,689	Non Multicollinearity
Development Program (X ₂)	0,917	1,091	Non Multicollinearity
Organizational Culture (X ₃)	0,580	1,724	Non Multicollinearity

Source: Research Results, 2022 (Data processed by researchers)

Table 2 shows that no independent variable has a tolerance value of less than 0.10, meaning there is no correlation between independent variables. The results of calculating the value of Variance Inflation Factor (VIF) also show the same thing, there is no one independent variable that has a VIF value of more than 10. So it can be concluded that there is no multicollinearity between independent variables in the regression model in this study.

The hypothesis states that the factors of work environment (X₁), development program (X₂) and organizational culture (X₃) affect the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office. The models used to suspect such influences are:

Table 3. The Effect of free variables on the quality of human resources

Variable Name	B	Standard Error	t _{count}	t _{table}	Sig.
Constant	1,899	0,345	5,504	2,056	0,000
Work Environment (X ₁)	0,289	0,046	6,282	2,056	0,000
Development Program (X ₂)	0,281	0,048	5,854	2,056	0,000
Organizational Culture (X ₃)	0,383	0,040	9,575	2,056	0,000

Source: Research Results, 2022 (Data processed by researchers)

Based on the results of the analysis above, it can be seen that from the three variables studied, it turns out that organizational culture variables have a dominant influence in improving the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office, because a regression coefficient of 38.3% was obtained.

From the SPSS output, it can be known the level of relationship between the free variable and the bound variable, including:

Table 4. Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.983 ^a	.967	.963	.16616

Based on the computer output above, the correlation coefficient in the study obtained a value of 0.983 where with this value there is a relationship between the independent variable and the dependent variable is 98.3%. This means that the factors of the work environment (X_1), development program (X_2), and organizational culture (X_3) have a very strong relationship with the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office.

Meanwhile, the coefficient of determination obtained with a value of 0.963 means that 96.3% of changes in the dependent variable (quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office) can be explained by changes in the work environment (X_1), development programs (X_2) and organizational culture (X_3). While the remaining 3.7% was influenced by other factors outside three variables, including: job loyalty, work experience, competence and compensation.

To examine the influence of the work environment, development program and organizational culture simultaneously on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office, used Statistical test F (test F). If the F value is calculated $>$ the F value of the table, then H_0 is rejected and H_a is accepted. Conversely, if the F value is calculated $<$ the F value of the table, then H_0 is accepted and H_a is rejected. The results of the Concurrent Test can be seen in the following t_{table} :

Tabel 5. Anova^a

Model		Sum of Squares	Df	Mean Square	F _{hitung}	F _{tabel}	Sig.
1	Regression	21.149	3	7.050	15,323	2,973	,000 ^b
	Residual	.718	26	.028			
	Total	21.867	30				

Based on the calculation results, the calculated F value is 15.323 with a significance of 0.012, while the F table at a confidence level of 95% or $\alpha = 0.05$ is 2.973. By comparing the value of F calculate with F table, then F count (15.323) is greater than F table (2.973). The decision is that H_0 is rejected and H_a is accepted, meaning that simultaneously the variables Work environment (X_1), development program (X_2) and organizational culture (X_3) have a very real effect (high significant) on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office.

The results of partial hypothesis testing can be seen in Table 6. So that it is known the magnitude of the calculated t value of each independent variable in this study. The calculated value of each independent variable will be compared with the t-value of the table using a confidence level of 95% or $\alpha = 0.05$. Partial test results can be seen in the following Table:

Table 6. Partial test

Variable Name	t _{count}	t _{table}	Sig.
Work Environment (X_1)	6,282	2,056	0,000
Development Program (X_2)	5,854	2,056	0,000
Organizational Culture (X_3)	9,575	2,056	0,000

Source: Research Results, 2022 (Data processed by researchers)

The results of the study show that the work environment, development programs and organizational culture affect the quality of human resources in employees of the Peukan Bada Aceh

Besar sub-district office, This means that the research results are in line with previous research, namely research from Gunawan (2018), Dahlan (2018) and Ferawati (2017). It can be seen that Human Resources is able to improve employee performance such as tasks given by leaders based on employee positions, leaders carry out recruitment and selection of employees according to needs in improving the quality of information, employees are always willing to complete tasks effectively and suitability of education and training can increase employee resources and employees are always given the opportunity to be able to improve career development, performance appraisals carried out can improve the quality of information.

CONCLUSION

Based on the results that have been tested, processing, and data analysis that has been carried out, the following conclusions can be drawn: *First*: Partially, the work environment has a positive and significant effect on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office, *second*: Partially, the development program has a positive and significant effect on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office, *third*: Partially, organizational culture has a positive and significant effect on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office, and *fourth*: Simultaneously the work environment, development program and organizational culture simultaneously have a positive and significant effect on the quality of human resources in employees of the Peukan Bada Aceh Besar sub-district office. The limitation of the research is that there are still employees who are not sporty in giving answers to statements given by researchers and employee morale arises because they are assigned by the leadership. It is recommended that leaders can improve organizational culture, for example providing clear and timely information so that employees can complete tasks effectively and according to predetermined targets and employees can carry out tasks with a safe and comfortable organizational culture.

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