



# The influence of organizational culture and work environment on performance at UD Kariasih Pengwi Badung

Made Mulyadi<sup>1</sup>, Ni Kadek Ayu Rasita Dewi<sup>2</sup>, I Nyoman Rasmien Adi<sup>3</sup>, Luh Gede Elvina Adi Saputri<sup>4</sup>

<sup>1,2,3,4</sup> Faculty of Economics and Business, Universitas Pendidikan Nasional Denpasar, Bali, Indonesia

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## ABSTRACT

This research was motivated by the importance of human resource involvement at UD. Kariasih Mengwi Badung in achieving UD's goals. Kariasih Mengwi Badung. The purpose of this study was to determine the effect of organizational culture and work environment on employee performance both partially and simultaneously. This research was conducted at UD. Kariasih Mengwi Badung with a population of 40 employees. This study uses the census technique so that all members of the population are involved as research subjects. Primary data collection was carried out using a questionnaire. Hypothesis testing is done using multiple linear regression analysis. Based on the results of the analysis it can be concluded that: 1) Organizational culture has a positive and significant effect on employee performance as evidenced by  $t_{count} (3,121) > t_{table} (2,026)$  sig.  $0.003 < \alpha 0.05$  so  $H_0$  is rejected and  $H_1$  is accepted, 2) The work environment has a positive and significant effect on employee performance as evidenced by the  $t_{count} (4,249) > t_{table} (2,026)$  sig.  $0.000 < \alpha 0.05$  so  $H_0$  is rejected and  $H_2$  is accepted, 3) Organizational culture and work environment have a positive and significant effect on employee performance as evidenced by  $F_{count} (14,526) > F_{table} (3,26)$  and sig  $0.000 > 0.05$  so that  $H_0$  is rejected and  $H_3$  is accepted and concluded the results of research at UD. Kariasih Mengwi Badung is as follows organizational culture has a positive and significant effect on employee performance at UD. Kariasih Mengwi Badung.

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### Corresponding Author:

Made Mulyadi

Faculty of Economics and Business,

Universitas Pendidikan Nasional Denpasar,

Jl. Bedugul No.39, Sidakarya, Denpasar Selatan, Kota Denpasar, Bali 80224, Indonesia

Email: [mulyadi.made63@gmail.com](mailto:mulyadi.made63@gmail.com)

## INTRODUCTION

Human Resources (HR) are the main element of the organization (Nata et al., 2016). Human Resources (HR) is one of the key factors that determine the success of an organization (Ichsan et al., 2021; Pajriah, 2018). All organizations are always looking for people who can help them achieve their goals (Sandi et al., 2019). (Suhartono, 2021) states that human resources act as planners and actors as well as controlling the achievement of organizational or company goals. According to (Malale et al., 2020) one of the keys to the success of a company depends on the performance of people who directly

or indirectly contribute to the company (Panjaitan, 2018). Employee performance is the center of attention of various groups (Yunitasari & Haribowo, 2017). Performance issues are of great concern because they involve the efficiency and effectiveness of human resources in achieving the goals set by an organization.

Organizational culture is a pattern of fundamental assumptions that are found, created, or developed by a group of organizations with the aim of enabling the organization to overcome problems caused by external and internal adaptations that have been successful within the company (Nurhaedah et al., 2021). Organizational culture can affect employee performance (Ainanur & Tirtayasa, 2018; Girsang, 2019). This is to create patterns of employee interaction and behavior that enable employees to do the best of their ability to take advantage of the opportunities offered by the organization (Ningrum et al., 2021). Previous research by (Wahyudi & Tupti, 2019), (Moeljahwati et al., 2020), (Girsang, 2019; Kusumayadi, 2021) shows that there is a positive and significant influence between organizational culture on employee performance. This is different from the findings of (Girsang, 2019) which states that organizational culture has an impact positive effect on employee performance, but does not have a significant impact.

In addition to organizational culture factors, to achieve the goals set by the company, business processes must be carried out efficiently and effectively, supported by a fully conducive work environment (Asi & Gani, 2021). The work environment is about workers who can influence them in carrying out the assigned tasks (Setiawan & Khurosani, 2018). (Nasution & Harahap, 2022) state that a conducive work environment creates a calm atmosphere where employees function optimally in achieving organizational goals.

In the research of (Hardiani et al., 2017), (Kusumastuti et al., 2019), (Budirianti et al., 2020) state that there is a positive and significant influence between the work environment on employee performance. This matter contrary to the results of research conducted by (Febbyani & Masman, 2019) which stated that the work environment had a positive but not significant effect on employee performance, while (Al-Omari & Okasheh, 2017) stated that the work environment had a negative effect and not significant to employee performance.

Decreasing employee performance or low employee performance can be shown by their work (output) whether the employee has high or low performance. Low output can be said to be the result of decreased employee performance, this can be seen from the many products that must be reworked because they do not comply with established standards. The following details the number of defective products in the production process at UD. Kariasih Mengwi Badung 2020-2021.

Based on the data, it shows the number of products with production defects from 2020 to 2021 so it needs rework which takes even longer. Losses at UD. Kariasih Mengwi Badung caused by poor employee performance in addition to non-standard products and untidy work results where some parts were missed from the quality control process, including delays in production from a predetermined time target due to employee factors such as arriving late, work leisurely, the use of longer rest periods.

The culture that exists in the company has not run optimally which can be seen from the lack of discipline in employees at work as well as employees who are not on time to come to work both when they come in the morning and when the break is over. So that the organizational culture at UD. Kariasih Mengwi Badung is not good and will have an impact on decreasing employee performance. High absenteeism will reduce employee work so that work effectiveness will decrease due to labor shortages. This is certainly a problem because these violations can have a negative impact on UD. Kariasih Mengwi Badung is like the time needed to do a job becomes longer. For more details about absences

Based on the data, it can be seen that the average employee absenteeism rate is 3.33% and the average employee tardiness rate is 3.96%. According to Gentari et al., (2017) the upper limit for absenteeism is 3%, and if the absenteeism rate at a company exceeds 3%, it is considered high. That is, the level of employee absenteeism is high. A reasonable absentee rate is less than 3% and more

than 3-10% is considered high. Therefore, it needs serious attention from UD. Kariasih Mengwi Badung.

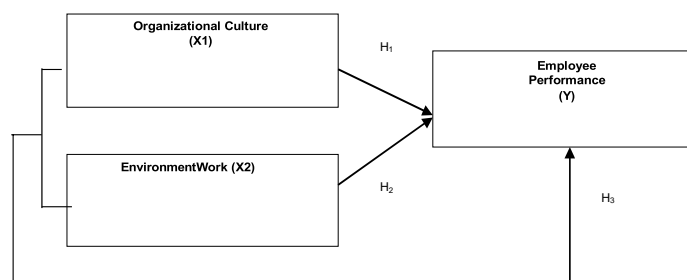
UD work environment Kariasih Mengwi Badung is also a major factor that can affect employee performance. in ud. Kariasih Mengwi Badung has two main areas, namely the production area and the finishing area. One of the main problems that arise in production is the lack of concentration that workers experience after working long hours. Ergonomics can be seen at UD. Kariasih Mengwi Badung is lacking comfortable as the layout of the production floor is hot, dusty and untidy thereby reducing concentration employee. For complete the production process. In addition, the general atmosphere and working relations among employees remain an issue. Based on description background behind problem on, researcher interested For raised the title of the study entitled "Influence culture organization and environment work to performance employee in UD. Kariasih Mengwi badung".

## RESEARCH METHOD

The location of this research was conducted at UD. Kariasih Mengwi Badung which is located at Brother Pandean, Munggu Village, Mengwi District, Badung Regency. The population in this study were all UD employees. Kariasih Mengwi Badung, totaling 40 people. Sampling in this study was carried out with a saturated sample, namely the entire population used as many as 40 employees.

The data collection technique used in this study is to use the method: a) Observation, b) Interview, c) Questionnaire Method (Questionnaire). The data analysis technique used in this study is multiple linear regression analysis.

The inference framework is a conceptual model of how a theory relates to several factors identified as the main problem. The inference framework accompanies the research model to facilitate understanding in the study of the direction or path of discussion in this study and to provide a more detailed and clear picture of the interrelationships between the research variables used.



**Figure 1.** Research framework the effect of organizational culture and work environment on performance employees at UD. Kariasih Mengwi Badung

### Hypothesis

- H1: Organizational culture has a positive effect on employee performance at UD. Kariasih Mengwi Badung.
- H2: Work environment has a positive effect on employee performance at UD. Kariasih Mengwi Badung.
- H3: Organizational culture and work environment have a positive effect on employee performance at UD. Kariasih Mengwi Badung.

## RESULTS AND DISCUSSIONS

### Analysis Results

#### Classic assumption test

##### Normality test

Based on the results of the normality test, the Sig (two-tailed) value was 0.892 > 0.05. This means that the residual values are normally distributed.

##### Multicollinearity Test

Based on the results of the multiple linear relationship test, organizational culture and work environment tolerance were obtained at 0.998. This is the VIF (Variable Inflation Factor) value for organizational culture and work environment variables and the value is greater than 0.1 or 10%. is 1.002, less than 10, which means that there is no multiple linear relationship between the independent variables.

##### Heteroscedasticity Test

Based on the results of the elastic covariance test, it appears that the regression model does not show heterogeneity. This result is due to Sig. Organizational culture variable has an absolute residual of 0.139, and work environment of 0.531 which is greater than 0.05, so that the regression model compiled has no indication of heterogeneity.

### Multiple Linear Regression Analysis

**Table 1.** Results of multiple linear regression analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Beta		
1 (Constant)	-1.416	2,300		-,616	,542
Organizational culture	,358	,115	,384	3,121	,003
Work environment	,352	,083	,523	4,249	,000

Dependent Variable: Employee Performance

Source: Processed Data (2022) (Appendix 7)

From these results, we can construct the multiple regression equation as follows:

$$Y = a + b_1X_1 + b_2X_2 + \dots + e$$

$$Y = -1.416 + 0.358X_1 + 0.352X_2$$

Equality regression the can explained as follows: a) Mark constant as big -1.416 shows organizational culture and work environment variables equal to zero (0), so that the performance of organizational culture variables relative to employee performance is positive. Positive influence means increasing the organizational culture at UD. Kariasih Mengwi Badung improve employee performance, b) The coefficient b2 of the work environment variable is (+) equal to 0.352 which means that the work environment variable has a positive effect on employee performance. Positive influence means a better work environment at UD. Kariasih Mengwi Badung improve employee performance, c) Based on Table 1, it can be said that the normalization coefficient (beta) for organizational culture is 0.384 and the regression coefficient for work environment is 0.523. Between the two regression coefficients, the work environment is known to be the variable that most influences the performance of an UD employee. Kariasih Mengwi Badung with a regression coefficient of 0.523.

### **Partial Significance Test (t-test)**

#### **Influence Culture Organization on Employee Performance at UD. Kariasih Mengwi Badung**

Based on the results of the t-test, it is known that the tcount value of organizational culture variable is equal to 3.121. Determination of ttable values is carried out using the help of Microsoft Excel software with formulas:  $TINV(0.05, 37)$  so that the t table value is 2.026. In accordance with the test criteria, namely  $H_0$  is rejected if  $tcount > ttable$  and  $sig > 0.05$ , it can be argued that  $tcount (3.121) > ttable (2.026)$   $sig. 0.003 < \alpha 0.05$  so that  $H_0$  is rejected and  $H_1$  is accepted.

#### **The Influence of the Work Environment on Employee Performance at UD. Kariasih Mengwi Badung.**

From the results of the t test it is known that the tcount value of the work environment variable is 4.249. The ttable value is determined with the help of Microsoft Excel with the formula  $=TINV(0.05,37)$  so that a ttable value of 2.026 is obtained. According to our test criteria, for example if  $tcount > ttable$  and  $sig > 0.05$  then  $H_0$  is rejected and it can be said that  $tcount (4.249) > ttable (2.026)$   $sig. Because 0.000 < \alpha 0.05$ , then  $H_0$  is rejected and  $H$  is accepted.

### **Simultaneous Significance Test (F-Test)**

Based on the results of the f-test, it is known that the Fcount value is 14.526. To determine the value of Ftable, it is done using Microsoft Excel software with formulas  $=F.INV.RT(p,df1,df2)$ , where :  $p =$  probability, that is  $\alpha = 5\%$  or 0.05

df1: degree of freedom 1 (number of variables - 1) =  $3-1 = 2$

df2: degree of freedom 2 (amountsample-sum of variables-1) =  $40-3- 1 = 36$ . So that become:  $F.INV.RT(0.05, 2, 36)$ . From this formula, the Ftable value is 3.094.

With these conditions, the Ftable value of 3.26 is obtained. By comparing the value of Fcount (14.526) and the value of Ftable (3.26) it can be argued that  $Fcount (14.526) > Ftable (3.26)$  and  $sig 0.000 > 0.05$  according to the test criteria then  $H_0$  is rejected which means simultaneously culture organization and work environment have a positive and significant effect on employee performance at UD. Kariasih Mengwi Badung.

### **Determination Analysis**

From the results of decision analysis obtained information that the value of the coefficient of determination (D) is  $0.440 \times 100\% = 44\%$ . Thus it can be said that the organizational culture and work environment can explain 44% of the performance of UD employees. Kariasih Mengwi Badung, the remaining 56% is explained by other factors that are not taken into account in this analysis, such as relationships, compensation, job stress, and job satisfaction.

### **Discussions**

#### **The Influence of Organizational Culture on Employee Performance at Ud. Kariasih Mengwi Badung**

The hypothesis tested using the t-test shows that there is an influence of organizational culture on the performance of UD employees. Kariasih Mengwi Badung is positive and important. It is declared positive and significant because  $tcount (3.121) > ttable (2.026)$  is a sig value. Because  $0.003 < \alpha 0.05$ , then  $H_0$  is rejected and  $H_1$  is accepted. Research shows that organizational culture has a positive and significant effect on employee performance. In other words, improved organizational culture, as evidenced by scale, leads to better employee performance. Improving the metrics in your organizational culture can improve employee performance.

The implications of this survey can be seen in the case of UD employees. Kariasih Mengwi Badung has the ability to complete work technically according to standards set by UD. Kariasih Mengwi Badung so that the resulting performance is high. This is consistent with the research by (Wahyudi & Tupti, 2019), (Moeljahwati et al., 2020) and (Kusumayadi, 2021) which shows that organizational culture has a positive and significant effect on employee performance.

### **The Influence of the Work Environment on Employee Performance at UD. Kariasih Mengwi Badung**

The hypothesis tested using the t-test shows that there is an influence of organizational culture on the performance of UD employees. Kariasih Mengwi Badung is positive and important. It is declared positive and significant because  $t_{count} (4.249) > t_{table} (2.026)$  is a sig value. Because  $0.000 < \alpha 0.05$ , then  $H_0$  is rejected and  $H_1$  is accepted. Research has shown that the work environment has a significant positive impact on employee performance. In other words, improving the work environment indicated by these indicators will result in better employee performance. Improving employee performance can be pursued by improving indicators in the work environment.

The implication of this research when all UD staff. Kariasih Mengwi Badung applies the principle of high cooperation in her work which results in high performance. This is in line with the findings of research conducted by (Hardiani et al., 2017), (Kusumastuti et al., 2019), (Budirianti et al., 2020) which proves the work environment has a positive and significant effect on performance employee.

### **The Effect of Organizational Culture and Work Environment on Employee Performance at UD. Kariasih Mengwi Badung**

Testing the hypothesis with the F test reveals the influence of organizational culture and work environment on the performance of UD employees. Kariasih Mengwi Badung tested positive. Because  $F_{count} (14.526) > F_{table} (3.26)$  and  $sig 0.000 < 0.05$  are positive, reject  $H_0$  and accept  $H_3$ . The results showed that organizational culture and work environment had a positive and significant effect on the performance of UD employees. Kariasih Mengwi Badung means that every time the organizational culture and work environment improve, UD employees become better. Kariasih Mengwi Badung is also increasing.

Improving employee performance with UD. Kariasih Mengwi Badung can be achieved by increasing the indicators contained in the organizational culture and work environment. The implications of this study are shown when the factors contained in organizational culture, applied in relation to the work environment, lead to higher employee performance at UD. Kariasih Mengwi Badung. This is supported by research conducted by (Ningrum et al., 2021), (Malale et al., 2020), (Nurhaedah et al., 2021) stating that organizational culture and work environment simultaneously have a positive and significant effect on employee performance.

## **CONCLUSION**

Based on the results of data analysis and discussion, it is concluded that the research results at UD. Kariasih Mengwi Badung are as follows organizational culture has a positive and significant effect on employee performance at UD. Kariasih Mengwi Badung. This means that UD employees work better whenever the organizational culture improves at UD. Kariasih Mengwi Badung, the work environment has a positive and significant effect on the performance of employees at UD. Kariasih Mengwi Badung. In other words, improving the work environment results in better performance for employees at UD. Kariasih Mengwi Badung, organizational culture and work environment have a positive and significant effect on employee performance at UD. Kariasih Mengwi Badung. The results imply that an increase in organizational culture and work environment results in better performance for employees at UD. Kariasih Mengwi Badung. Based on the results of the analysis and conclusions, suggestions can be given to UD management. Kariasih Mengwi Badung are as follows the results imply that improved organizational culture and work environment result in better performance for employees. Based on the results of the analysis, the researchers suggested UD because they felt that ergonomics had a dominant influence. Kariasih Mengwi Badung will provide increased security to ensure employee work safety, provide appropriate work equipment and facilities such as fans to increase employee work comfort. Researcher furthermore can exploring

variables other than those studied to obtain more diverse results and exploring the influence of other factors that can affect employee performance, such as job factors, are expected to determine compensation, job satisfaction, work stress, etc.

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