



# Influence of organizational culture and self efficacy on employee performance (PT Java Indosinerji Creative)

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## ABSTRACT

In line with the development of the increasingly global business world, the management of an organization must be carried out professionally and productively, so that the organization can still maintain survival and continue to develop along with the times. Every effort in achieving company goals cannot be separated from the role of human resources. Human resources are considered important because they can affect the efficiency and effectiveness of the organization, and are the main expenses of the organization in carrying out its activities. Quantitative research methods Research methods based on the philosophy of positivism, are used to research on specific populations or samples with the aim of testing established hypotheses. This type of research uses explanatory research. The result of this study is that Organizational Culture has a positive and significant effect on Employee Performance at PT Java Indosinerji Creative, Self efficacy has a positive and significant effect on Employee Performance at PT Java Indosinerji Creative, Organizational Culture has a positive and significant effect on work motivation at PT Java Indosinerji Creative, Self efficacy has a positive and significant effect on job satisfaction at PT Java Indosinerji Creative.

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## INTRODUCTION

In the current era of globalization, there is a lot of competition from all organizations or companies to compete with each other for the position of a superior company. Not to be left behind in this case is demanded the ability to develop human resources for the better. This is because advances in technology, trade and so on are determined by human resources as the actors and drivers of all of them.

In line with the development of the increasingly global business world, the management of an organization must be carried out professionally and productively, so that the organization can still maintain survival and continue to develop along with the times. Every effort in achieving

company goals cannot be separated from the role of human resources. Human resources are considered important because they can affect the efficiency and effectiveness of the organization, and are the main expenses of the organization in carrying out its activities.

A company must have a distinctive trait or personality different from other companies, which is often referred to as organizational culture. Companies that have a strong organizational culture will encourage employees to act and interact. Organizational culture can also make employees feel incorporated, empowered, and supported or even vice versa (Robbins & Coulter, 2016: 84-85).

Organizational power is a pattern of beliefs, behaviors, assumptions, and shared values. Organizational culture shapes the way members behave and interact and influence how they work. In turn, this organizational culture is expected to be able to create an environment conducive to the improvement of individual and organizational performance.

If a person's work motivation is low, then his performance will be low, and his abilities must be there and good, and the opportunities are available. A person's work motivation is great but the opportunity to take advantage of his abilities is absent, then his performance becomes low. Similarly, if the motivation for work is large, opportunities are available. But the ability and expertise do not improve, then the performance is also low. Employee performance in general through two factors, namely internal factors and external factors. Internal factors are factors that come from within employees, some of which are intelligence, skills, and motivation. While external factors are 4 factors that come from outside the employee, some of which are economic conditions, market conditions, and organizational culture.

In addition to organizational culture, self-efficacy also affects employee performance, as revealed by Kusnoto, Sitorus (2016) that Self efficacy has a positive and significant effect on employee performance. The same result obtained by Hajar (2019) stated that the variable Self efficacy has a significant positive influence on employee performance. In contrast, research conducted by Noviawati (2016) revealed that Self-efficacy has a positive and insignificant influence on employee performance variables.

PT Java Indosinerji Creative is one of the companies engaged in food processing. PT Java Indosinerjia Creative addressed at Jalan Cavalry Dalam, Malang City, East Java. In its operational activities, the phenomenon is found that the performance of existing employees is unstable and always experiences irregular increases and decreases. Next, it was also found that there is a phenomenon that the work motivation that exists in employees is lacking. In addition, it was also found that the organizational culture and self-efficacy of employees in PT Java Indosinerji creative have not been maximized. Allegedly, these things are what cause the phenomenon of unstable employee performance.

Based on the explanation of the problems and phenomena above, researchers are interested in conducting a study entitled "The Influence of Organizational Culture and Self Efficacy on Employee Performance with Work Motivation as an Intervening Variable (Case Study at PT Java Indosinerji Creative)."

## RESEARCH METHOD

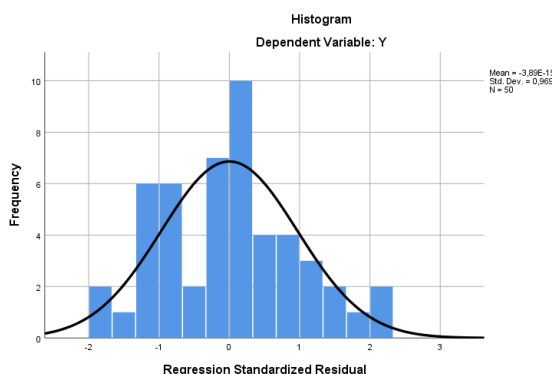
Quantitative research methods according to Sugiyono (2011: 8) are research methods based on the philosophy of positivism, used to research certain populations or samples with the aim of testing predetermined hypotheses. This type of research uses an explanatory type of research (explanatory research). According to Sani & Mashuri (2013: 180) explanatory research is to test between hypothesized variables. This research has hypotheses that will be tested for correctness. Primary data was taken and collected from questionnaire responses by respondents directly related to organizational culture, self-efficacy, employee performance, and work motivation of 50 people. Secondary data documents or overviews related to research objects obtained from PT Java Indosinerji Creative Malang.

## RESULTS AND DISCUSSIONS

The item is first tested for validity and reliability. We measured the internal consistency of the reliability of the measurement model by testing the Cronbach Alpha and Composite Reliability. To test the validity in this study using the Bivariate Pearson technique with SPSS data processing, In this study, reliability measurement was carried out using the Cronbach Alpha test method, with an indication that the data is said to be reliable if the Cronbach alpha value is more than 0,6.

Reliability Statistics	
Cronbach's Alpha	N of Items
,894	19

**Table 1.** Reliability Test Results



**Graphic 1.** Histogram graph

Based on the results of the table above, it can be seen that the value of the Cronbach Alpha test results is  $0.894 > 0.6$ . This shows that the data items from the research questionnaire are reliable and reliable. In addition, it can be seen from the histogram graph that the distribution of observations forms a normal curve, so this regression model passes the normality test either in the Y equation.

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	,608	1,207		,503	,617
	X1	,062	,066	,129	1,941	,035
	X2	,092	,075	,181	2,219	,023
	Z	,435	,075	,608	5,759	,000

a. Dependent Variable: Y

**Table 2.** Test t (Partial) X1, X2, and Z against Y

From the table above, it can be concluded that the variables X1, X2 and Z have a significant ya ng influencewith the variable Y. This conclusion is based on the signifiyancy value of the equation, each of which is a value of 0.035; 0.023; and 0.001 which is less than 0.05. This is also in line with the conclusion of the calculated t values of X1,X2 and Z, each of which is worth 1.941; 2,219 and 5,759 which are greater than t table ( $> 1.6612$ ).

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	6,821	2,110		3,233	,002
	X1	,061	,127	,091	1,812	,033
	X2	,388	,134	,548	2,900	,006

a. Dependent Variable: Z

**Table 3.** X1 and X2 against Z

From the table above, it can be concluded that the variables X1, and X2 have a significant influence with the variable Z. This conclusion is based on the significance value of the equation whose values of 0.033 and 0.006 are less than the error limit of 0.05, respectively. This is also in line with the conclusion of the calculated t values of X1 and X2 which are worth 1.812 and 2.900 respectively which are greater than t table (> 1.6820).

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	70,983	3	23,661	23,797	,011 <sup>b</sup>
	Residual	45,736	46	,994		
	Total	116,720	49			

a. Dependent Variable: Y

b. Predictors: (Constant), Z, X1, X2

**Table 4.** F Test

Based on the results of the table above, the significance value of 0.01  $1 < 0.05$  then simultaneously all independent variables have a significant effect on the dependent variable Y. This conclusion is also supported by the calculated F value of 23.797 > 2.53 F of the table this corroborates the result that simultaneously all independent variables X1 and X2 have a significant effect on the dependent variable Y.

**D. Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,780 <sup>a</sup>	,608	,583	,99713

a. Predictors: (Constant), Z, X1, X2

b. Dependent Variable: Y

**Table 5.** Koefisien Determinasi

Based on the table above, it can be seen that the value of Adjusted R Square is 0.583. This means that the variables X1, X2 and Z are able to project the dependent variable Employee Performance (Y) by 58.3%. While the remaining 41.7% was influenced by other factors that were not included in the study.

## CONCLUSION

From the research that has been done, some conclusions are obtained as follows: Organizational Culture has a positive and significant effect on Employee Performance at PT Java Indosinerji Creative; Self-efficacy has a positive and significant effect on Employee Performance at PT Java Indosinerji Creative; Organizational Culture has a positive and significant effect on work motivation at PT Java Indosinerji Creative and Self-efficacy has a positive and significant effect on job satisfaction at PT Java Indosinerji Creative.

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