

The Influence of Organizational Culture, Work Discipline, and Job Training on Employee Performance At Pt. Light of Son of Saka

Hasanah^{1*}, Sunarti², Mulyati³, Tri Yuliantoro⁴

^{1,2,4}Management Study Program, Muhammadiyah University of Jakarta

³Raharja University Management Study Program

Corresponding Author: Hasanah hasanah@umj.ac.id

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ABSTRACT

The purpose of this study is to ascertain and evaluate the effects of work discipline, job training, organizational culture, and all three on employee performance. The study employed a quantitative research design, with a sample size of 49 employees using saturated samples and non-probability sampling. Both The sources of data were both primary and secondary instrument-based data analysis technique testing with validity and reliability tests; by testing classical assumptions, namely data normality, heteroscedasticity and multicollinearity; as well as partial and simultaneous statistical testing. According to the study's findings, job training has a positive and significant impact on the performance of PT employees; similarly, organizational culture has a positive and significant impact on employee performance as well as work discipline. The Enlightenment of the Son of Saka. Meanwhile, simultaneously organizational culture, The combination of work training and work discipline has a favorable and noteworthy impact on employee performance.

INTRODUCTION

Increasingly difficult competition demands businesses to be able to compete in achieving company goals and survival. The company makes hard efforts to achieve the best results so that it can compete with other companies even in bad conditions.

Human resources are the main figures in the establishment of organizations and companies. The organization needs knowledgeable, highly skilled workers who make a good effort to manage the business as efficiently as possible in order for management activities to run smoothly and employee performance to increase.

PT. Cahaya Putera Saka is one of the companies in West Jakarta which operates in the construction sector, especially in the field of Mechanical, Electrical and Plumbing. The company was only founded in 2017. Naturally, given the strong correlation between employee performance and the company's quality, the business must give careful consideration to employee performance in its operations.

Based on initial observations, employee performance at PT. Putera Saka's light is still low. Poor work quality, which leads to low employee performance, is a sign of this. It can be seen that there is a phenomenon of decreasing employee performance in 2020. In 2022, discipline will be 63.5, there is less strict with employees than it was the year before. 2022 will see a decrease in employee responsibility from the previous year, with 70 being the new level. In 2022, the quality of employee work will be 61, there is a decrease in the quality of performance from the previous year. In 2022, the quantity of employee work will be 65, there is a decrease in the quantity of employee work from the previous year. In 2022 employee skills will be 61, there is a decrease in employee skills from the previous year. Member performance quality has a direct impact on an organization's ability to succeed. Organizational leaders should constantly focus on enhancing the performance of their members for the benefit of the organization's advancement because high employee performance will support organizational productivity. The way the company cultivates its current organizational work culture has a direct bearing on raising employee performance. Apart from organizational culture, work discipline and job training are also ways to develop the human resource capabilities of an organization. Job training programs in organizations have become a necessity for every organization in order to prepare quality and competent human resources. Apart from organizational culture, work discipline and job training, Leadership style can also have an impact on employee performance. motivation. A leader can use their leadership style to sway his followers' actions and motivate them to collaborate effectively in order to accomplish predefined objectives.

Allah SWT says in Surah Mulk verse 15 says, "You will return to him only after being raised from the dead. He is the one who makes the earth easy for you, so walk in all its corners and eat some of his sustenance." Job training is a very important process in providing competent (capable) workers to meet production standard requirements.

Research problems include: Does work discipline have an effect on the productivity of employees? Does employee performance change as a result of job training? Do work ethics and organizational culture affect how well employees perform? 4) Do work discipline, job training, and organizational culture all affect how well employees perform?

The research aims to ascertain and examine the following specific outcomes: 1) the impact of work discipline on employee performance; 2) the effect of organizational culture on employee performance; 3) the effect of job training on employee performance; and 4) the combined effect of work discipline, job training, and organizational culture on employee performance.

Determining and analyzing the impact of work discipline, organizational culture, and job training on employee performance is a pressing research priority.

LITERATURE REVIEW

Employee Performance

Mangkunagara (2016: p. 7) asserts that performance is the outcome of labor that is closely related to organizational goals, consumer satisfaction, and contributes to the economy. Performance, on the other hand, is the result of labor done by a person or group of people working for an organization, specifically with their respective authority and responsibility in order to achieve the organization's goals legally, morally, and ethically, according to Mathis and Jackson (2013: p. 113).

The following variables affect how well employees perform:

1) Encouragement; 2) Ability; 3) Needs; 4) Discipline; 5) Expectations regarding rewards. Employee Performance Measurement Performance measurement can be interpreted as a systematic evaluation of the work results of an employee which is related to his position and potential for development.

The following are the objectives of performance measurement: 1) To find out the results of employee work during a certain period and compare them with established standards. 2) To determine the quality of employees related to attitudes, character, and other strengths and weaknesses related to work at the company. 3) To find out the potential that employees have in occupying other positions, whether they have to go through the training stage first or can they be promoted without going through the training stage.

Employee Performance Dimensions and Indicators include: 1) 2) Quantity of work results along with metrics for target achievement and work performance; 2) Quality of work results along with metrics for skills, satisfaction, initiative; 3) Punctuality with indicators of attendance level, notes.

Organizational Culture

According to Wibowo (2014: p. 19), the conclusion is that an organization's values and systems make up its organizational culture that supports the implementation of activities in an organization that has certain characteristics in achieving mutually agreed goals. According to Wibowo (2014: p. 19), the conclusion is that An organization's organizational culture is a system of beliefs

and practices that supports the implementation of activities in an organization that has certain characteristics in achieving mutually agreed goals.

Characteristics of Organizational Culture Research determines that there are seven main features of the culture of an organization. The primary traits of organizational culture are as follows: 1) Innovation and courage in taking risks. How far it is possible to push staff members to be creative and risk-takers 2) Attention to details. The extent to which employees can be expected to exercise precision, analysis, and attention to detail. 3) People orientation. The extent to which management decisions make into account the effects of those findings on the people in the organization. 4) A focus on outcomes. The extent to which Management can place more emphasis on the outcomes than on the techniques and processes employed to get there. 5) Team orientation. The extent to which work activities are organized around teams rather than individuals. 6) Hostile Behavior The speed at which people can become competitive and aggressive instead of calm 7) Stability. The extent to which activities in a company emphasize maintaining the status quo in comparison with growth.

Dimensions and Indicators of Organizational Culture include: Innovative taking into account risks with sensitive attention indicators, risk of loss; Provide detailed attention in carrying out work with indicators of attention to each problem, thoroughness and thoroughness in carrying out tasks; Oriented to the results to be achieved with indicators of organizational goals, group goals and member goals; Oriented to all employee interests with work team indicators and teamwork; Aggressive in working with high performance indicators, skill qualifications and discipline; Maintain and maintain work stability with employee health indicators and employee conditions.

Work Discipline

Work discipline is a tool that managers use to communicate with staff members in order to get them to change their behavior, raise awareness, and be more willing to follow all rules and social norms that are relevant in the workplace, claim Rivai & Sagala (2013: 825). Singodimenjo in Edy Sutrisno (2013: 86) lists the following factors as having an impact on work discipline: the amount of pay, the presence of model leadership within the organization, the existence of clear guidelines, and the audacity of leaders in taking initiative. Whether or not there is leadership supervision, whether there is attention to employees.

Dimensions and Indicators of Work Discipline include; Work discipline objectives with indicators of punctual attendance, achieving predetermined targets, and intensity of attendance; Supporting factors for work discipline with indicators of exemplary leadership, remuneration or reward, and level of awareness at work; Determining factors of work discipline with indicators of inherent supervision, understanding of work regulations, and punitive sanctions.

Work Training

According to Henry Simamora (2014: p. 273) job Training is a process of learning that aims to improve employee performance by teaching knowledge,

concepts, rules, and attitudes. The Job Training Method, according to Hasibuan (2010: p. 62), consists of the following elements: 1) On-the-job training; 2) Off-the-job training (apprenticeship); 3) Vestibule training; 4) Courses and Special Training.

Principles of Job Training According to Rozalena and Dewi (2017: p. 141) there are several principles that are very important in training activities, namely: 1) Good participation 2) Repetition. 3) Relevance 4) Feedback 5) Transparency of Job Training Dimensions and Indicators including; Type of job training; Job training objectives; Material; Method; Participant qualifications.

METHODOLOGY

This study used associative research, or research that will examine the relationship between variables, in addition to a descriptive quantitative approach with a survey method. Employee performance (Y) is the dependent variable in this study, while Work discipline (X2), job training (X3), and organizational culture (X1) are the independent variables.

This study used both primary and secondary data sources. Primary data comes straight from the source scope of the research object being studied. Data collection uses observation methods and survey methods with questionnaires to respondents. Secondary data is indirect data because the data has been obtained officially and can be used directly as a reference such as reports, books, literature and reading that is related to research.

The location of this research, PT. Cahaya Putera Saka, is at Jl. Permata Taman Palem No. 06/19 Pegadungan, West Jakarta, Jakarta. March 2023 to July 2023 were the study's conducting months. Using a saturated sample, 49 respondents were selected for the study; alternatively, the sample size could be considered representative of all employees. This study employed questionnaires, interviews, and observation as data collection techniques.

Utilizing a Likert scale to correlate the instrument score with the total score, the data analysis method in this study is the data instrument test (validity test and reliability test), which aims to ascertain the existence of a harmony. The Classic Assumption Test (Data Normality Test, Heteroscedasticity Test, and Multicollinearity Test), Multiple Regression (Multiple linear regression), Coefficient of Determination, and Hypothesis Testing (Partial Test and Simultaneous Test) are among the tests that measure an individual's attitudes, opinions, and perceptions, according to Sugiyono (2012:132). This is in addition to the Likert scale.

RESULTS AND DISCUSSIONS

The results of research carried out by carrying out data analysis methods, which use

1. Data Instrument Test. Data instrument tests include validity tests and reliability tests which are carried out to find out whether the instruments used in this research are valid and reliable. (A) Examination of Validity To establish if a questionnaire is valid or not, apply the validity test. A model is considered legitimate if the significant value is below 0.05 or 5%. The criterion in the test is that the statement items or the instrument have a substantial correlation with

the total score (deemed valid) if $r_{count} > r_{table}$. With $(n) = 49$ data points, we obtain $df = 49 - 2$ so we get an r table of 0.281. From the calculation results by comparing count with table of 0.281, the results obtained are that all organizational culture statements are valid because all r_{count} items are greater than table. By comparing count with table of 0.281, the results obtained are that all job training statements are valid because all r_{count} items are greater than table. Likewise, by comparing the r_{count} with the r_{table} of 0.281, the results obtained are that all employee performance statements are valid because all r_{count} items are greater than the r_{table} .

2. (b) Reliability Test. In this research, an If the instrument's Cronbach Alpha value is 0.600, it is considered reliable. If Cronbach Alpha's value of an instrument is below that then the instrument is declared unreliable. In this test, the number of variable instruments that will be tested is 11 instruments for Organizational Culture, 9 instruments for Job Training and 8 instruments for 8 instruments for Employee Performance which have been declared valid.. Each indicator variable in this study has a reliability test result that can be observed, and the computation results demonstrate that each independent and dependent variable is deemed reliable because it has a Cronbach's Alpha value of greater than 0.600, meaning that the findings are acceptable and have a good value.

3. Classical Assumption Test Classical Assumption Test This study employs the Multicollinearity, Heteroscedasticity, and Normality tests as traditional means of testing assumptions. With the following results: Finding out if the independent and dependent variables in a regression model have a normal distribution is the goal of the normality test. In order to perform the normality test, the residual research data using the Kolmogorov Smirnov test. If the histogram is normally distributed, the data obtained is deemed normal; conversely, if a diagonal line appears on the PP plot, the data obtained is deemed normal. The heteroscedasticity test (b) yielded no significant pattern, with the points distributed both above and below the value 0.54 on the Y axis. Based on the results of the scatterplot, it was determined that the regression model did not contain heteroscedasticity. c) The multicollinearity test determines if the regression model's independent variables have a linear relationship with one another. When using the test method, one can determine if the tolerance value is greater than 0.10 and the Variance Inflation Factor (VIP) value. Based on the calculation results, It demonstrates that for all study variables, the VIF (Variance Inflation Factor) value is $1.341 < 10$ and the Tolerance value is $0.999 > 0.10$. This demonstrates that the independent variables do not have a perfect or nearly perfect linear relationship. So the regression approach used in this study did not find multicollinearity problems and came across the requirements of an excellent model for regression.

4. Differential Linear Analysis Analysis of Multiple Linear Regression The purpose of this analysis was to ascertain the impact of a variable called employee performance (Y), which is related to three other variables: work discipline (X2), job training (X3), and organizational culture (X1). One can create the following multiple linear regression equation using the results of the SPSS calculation: $Y \text{ equals } 2,821 \text{ plus } 0.408 X_2 + 0.571 X_3 + 0.341 X_1$. 1) The values of

Workplace Culture, Work Discipline, and Position Training show positive values, meaning that Work discipline, job training, and organizational culture all have a positive impact on employee performance. This indicates that the value of the Employee Performance constant is 2.821 if the Organizational Culture and Job Training values are both 0. 2) The organizational culture value is positive, indicating a favorable correlation between worker performance and organizational culture; employee performance will rise by 0.341 for every 56 points increase in the organizational culture value. 3. There is a positive correlation between work discipline and employee performance, with higher work discipline translating into higher employee performance. This indicates that the work discipline value is positive. Employee performance will increase by 0.408 if Work Discipline increases by 1, according to the regression coefficient for this variable, which is 0.408. 4) The job training value is positive, indicating a positive correlation between employee performance and job training. The more job training received, the more the Employee Performance. Employee performance will increase by 0.571 if Job Training increases by 1, according to the regression coefficient for this variable, which is 0.571.

5. Determination Coefficient Coefficient of Determination Test To determine the degree to which the independent variables, Work Discipline (X2), Job Training (X3), and Organizational Culture (X1), have an impact on the To find the coefficient of determination for the dependent variable, Employee Performance (Y), one can use The determination coefficient (R^2), based on the computation results, is 0.302. This shows that work discipline, job training, and organizational culture have a 0.302, or 30.2%, influence on employee performance. The remaining 69.8% is determined by factors like motivation, leadership style, and other factors that were not investigated in this study.

6. Hypothesis testing, using partial tests and simultaneous tests. Partially (t test) The t test is a statistical technique that essentially illustrates the extent to which a single explanatory variable contributes to the understanding of variations in the dependent variable. Employee performance at PT is positively and significantly impacted by the organizational culture. Cahaya Putera Saka since the value of $3,114 > 1.67$ indicates that the count value is higher than the table. Additionally, the known sig value is 0.003, and if it is less Greater than 0.05 or 0.003 less than 0.05 results in the rejection of H_0 and the acceptance of H_a . This suggests that PT employee performance is positively and significantly impacted by organizational culture. Putera Saka's Light. 2) Workplace discipline at PT. Cahaya Putera Saka positively and significantly affects employee performance because the count value— $3,104 > 1.67$ —is higher than the table. In addition, it is known that when the sig value is 0.003, which is less than 0.005 or $0.003 < 0.005$, H_a is accepted and H_0 is rejected. This indicates that job training significantly and favorably affects employee performance at PT. Putera Saka's Light. 3) Because the count value is higher than the table with a value of $3,104 > 1.67$, At PT, job training significantly and favorably affects employee performance. Cahaya Putera Saka. In addition, it is known that when the sig value is 0.003, which is less than 0.005 or $0.003 < 0.005$, H_a is accepted and H_0 is rejected. This indicates that job training significantly and favorably

affects employee performance at PT. Putera Saka's Light. b. The F Test, or Simultaneous Significant Test In essence, the F statistical test indicates whether a model's independent variables jointly affect the dependent or dependent variable. Based on the F test results above, it is known that the Count value is 9,946 where the Count value is greater than F Table, or $9,946 > 3.20$. The sig value's other details are all known. Less than 0.05 or $0.000 < 0.05$ results in the rejection of H_0 and the acceptance of H_a . This suggests that job training, work discipline, and organizational culture all work together to significantly and favorably affect employee performance at PT. Putera Saka's Light.

CONCLUSIONS AND RECOMMENDATIONS

As is the case in this research, Drawing conclusions from the conducted data analysis and discussion is as follows:

1. At PT, employee performance is positively and significantly impacted by organizational culture. Cahaya Putera Saka because the computed t value $-3,114 > 1.67$ —is higher than the table value. In addition, the known sig value is 0.003, and if the sig value is less than 0.05 or $0.003 < 0.05$, it can be deduced that H_a is accepted and H_0 is rejected, indicating a positive and noteworthy impact of the workplace atmosphere on PT employee performance Putera Saka's Light.
2. At PT. Cahaya Putera Saka, Employee performance is positively and significantly impacted by work discipline because the computed t value $-3,104 > 1.67$ —is higher than the t table. In addition, the known sig value is 0.003, and from this, it can be inferred that H_a is accepted and H_0 is rejected, indicating that job training significantly and favorably affects employee performance at PT. Putera Saka's Light.
3. At PT. Cahaya Putera Saka, Employee performance is positively and significantly impacted by job training since the count value $-3,104 > 1.67$ —is higher than the t table. In addition, the known sig value is 0.003, and if it is less than 0.005 or $0.003 < 0.005$, then H_0 is rejected and H_a is accepted. This indicates that job training significantly and favorably affects employee performance at PT. Putera Saka's Light.
4. At PT. Putera Saka's Light, work discipline, organizational culture, and on-the-job training all positively and significantly impact employee performance. According to the F test calculation results, the calculated F value is 9,946, which is greater than the F Table ($9,946 > 3.20$) with a significance value less than 0.05 ($0.000 < 0.05$). As a result, it can be concluded that H_a is accepted and H_0 is rejected, indicating that job training and organizational culture together have a significant and positive impact on employee performance at PT. Putera Saka's Light.

ADVANCED RESEARCH

Additional research on the subject of "The Influence of Organizational Culture, Work Discipline, and Job Training on Employee Performance" is necessary because this study still has limitations. To provide readers with more insight, future research can make use of various Employee Performance objects.

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