

The Role of Organizational Culture on Employee Performance

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Abstract

This study seeks to examine how death penalty narratives are presented in online mass media. The death penalty narrative in this study pertains to the situation that arose when the KPK publicized the Timah corruption case in 2024. Gaye Tuchman's conceptual framing analysis was used to examine the death penalty narrative as it appeared on social media platforms. This research uses a qualitative technique. The research subjects were selected from Detik.com and Kumparan media items published during March and April 2024. The study's findings and comments, based on a review of four framing elements, reveal that, first, Detik.com and Kumparan promote the harmonious narrative of the death penalty for social assistance corruptors. Second, the media failed to provide Harvey Moeis an opportunity to defend his rights. Even though there are commonalities, particularly supporting the death sentence narrative, there are variances in the data collecting carried out by Detik.com and Kumparan, namely from the elements and background of the sources.

Keywords: Organizational Culture, Employee Performance, Human Resources Management

Introduction

The banking industry is currently experiencing very rapid development. This means that every company must prepare reliable human resources. In order to be able to compete in this industry, there needs to be good human resource management so that the performance expected by the company can be delivered by its employees. According to (Yusuf, 2022) performance is influenced by organizational culture.

A person's success in an organization or company must be in accordance with the organizational goals to be achieved. Human resource management consists of two words, namely management and human resources. Thus, management can basically be translated into management, structuring, management, arrangement or control. Meanwhile, human resources was originally a translation of human resources. However, there are also experts who equate human resources with manpower or labor.

According to Yusuf et al. (2022) human resource management consists of four syllables, namely management, resources, power, people, the meaning of these four syllables is not difficult to understand. What is meant by human resource management is a control process based on management functions over resources originating from humans. . Human resource management can be defined as a series of actions in terms of thinking, selection, development, maintenance and development of human resources rather than other resources to achieve goals, both individual goals and the goals of an organization (Saepudin et al., 2022).

According to Yudiani (2022), human resource management is one of the fields of general management, where general management as a process includes aspects of planning, organizing, implementing and controlling. This process is found in the functions of production, marketing, finance and personnel. According to Yudiani (2022), human resource management is the design of formal systems in an organization to ensure the effective and efficient use of human talent to achieve stated organizational goals. Organizational culture is a pattern of basic assumptions created, discovered or developed by a particular group as a basis for behavior in the organization. Which will be passed down

to new members as a way of seeing, thinking and feeling in the organization (Suprayogi, 2022). The meanings of culture and organization have different meanings, and organizational culture also has different meanings.

Another opinion expressed by Prihadi (2022) is that culture is a system of sharing values and beliefs that interact with people in an organization, organizational structure, and control systems that produce behavioral norms. Organizational culture is the values and norms adopted and implemented by an organization related to the environment in which the organization carries out its activities (Matiin et al., 2022).

Meanwhile, according to Sukandi, organizational culture is a form of perception that is held, which is accepted implicitly by a group and determines how the group feels, thinks and reacts to its diverse environment (Sukandi et al., 2022). Organizational culture is a series of values, beliefs, behaviors, habits and attitudes that help an organization member understand the principles adopted by the organization in doing everything, and what is considered important (Purnamasari, 2023).

Research conducted by Sugandi (2023) states that organizational culture has an insignificant or negative relationship with employee performance and research. Then Kushendar's (2022) research explains that motivation has no direct effect on employee performance and motivation affects performance through compensation.

Based on the description of the phenomenon and the results of previous research, it shows that there are differences that indicate a gap in the research results,

Organizational culture is the values shared by company members and influences the personal aspects of an employee that enable them to achieve the desired performance Suryanto (2022). These personal aspects include traits, motives, value systems, attitudes, knowledge and skills which will direct behavior, while behavior will produce optimal performance. Organizational culture is related to the effectiveness of performance which makes the person able to fulfill what the job requires in an organization. The higher employee awareness and compliance with job demands, the employee performance will increase. Employees who have a vision and mission usually have attitudes and behavior or a relatively stable willingness and ability to work.

This will strongly encourage employees to complete the tasks assigned to them in an efficient and effective manner, resulting in work experience and a sense of responsibility for the outcomes of their efforts. Ultimately, all of this will lead to increased job satisfaction. Employees that are highly satisfied with their jobs can have an impact on the company's productivity. Suganda (2022) found that corporate culture has a strong favorable effect on job satisfaction.

The Impact of Organizational Culture on Performance Through Job Satisfaction

Employees who have a weak organizational culture and unclear norms within the agency may act without regard for the rules. This move suggests that the employee has a disciplinary mentality. On the other hand, if the agency has a positive corporate culture, healthy habits will develop among personnel. This habit will linger with employees in a favorable way, affecting their attitudes and conduct and preparing them to work according to the regulations. Sukandi (2022) believes that company culture influences employee performance. A good company culture can help individuals learn and adapt to their surroundings, which improves employee performance. Employees sincerely desire job satisfaction, particularly in terms of their own well-being and comfort while working. This is because organizational commitment can contribute to a person's pleasure with the organization.

Methods

This research was carried out in the business setting of PT. Indonesian Sharia Bank Samarinda. This research used a quantitative method, with questions about casual relationships. This study used a quantitative research approach, which meant that researchers collected data through questionnaires, observations, and interviews. In this study, all personnel registered as permanent employees at PT. Bank Syariah Indonesia Samarinda, comprising 188 people, would be the subject of research and sample determination. Based on the overall population and the use of slovin, the number of samples in this study was 102 respondents. Sampling used stratified random sampling.

Results and Discussion

Reliability Test

The reliability of a measurement indicates the stability and consistency of the instrument that measures a concept and is useful for testing the "goodness" of the measurement

Table 2. Reliability Test Results

Variabel	Cronbach alpha	Composite	Inf
Organizational culture	0,831	0,881	Reliabel
Performance	0,821	0,833	Reliabel

Source: Processed Data, 2024

The Impact of Organizational Culture on Job Satisfaction

The research findings revealed that organizational culture had a favorable and significant impact on the performance of Bank BSI Samarinda workers. Employee job satisfaction will grow if Bank BSI Samarinda Sudirman's organizational culture strengthens. However, staff do not always treat consumers as primary partners in order to grow collectively and sustainably. Organizational culture refers to the beliefs and attitudes that employees have and how they manifest in their daily lives. The attitudes and values that have crystallized in the organization will guide employees' behavior in accordance with their beliefs. Culture will determine how well organizational members achieve their aims. A successful and productive company is one in which individuals are committed. Quality human resources will assist an organization's effectiveness or success.

Thus, there is a correlation between organizational success or performance and individual performance. This is consistent with the hypothesis proposed (Kushendar, 2022) that organizational culture is a system of common meaning shared by members of an organization that distinguishes it from other organizations. These characteristics of corporate culture include qualities, motives, value systems, attitudes, knowledge, and skills that influence behavior, resulting in satisfaction and optimal performance.

Then Sugandi et al. (2022) said that a better work culture leads to increased employee satisfaction, and vice versa. This indicates that any modification in the work culture toward a more favorable one will have a substantial impact on enhancing employee satisfaction, and vice versa. This study also confirms prior research, as demonstrated by the findings of (Saepudin, 2022), which suggest that corporate culture has a considerable favorable impact on job satisfaction. Suryanto (2023) demonstrates that corporate culture has a considerable positive effect on job satisfaction. Bachtiar (2022) indicates that, based on the findings of a basic linear test, corporate culture has a favorable effect on employee job satisfaction.

The Influence of Organizational Culture on Employee Performance of BSI Samarinda Sudirman Branch Through Job Satisfaction

The overall performance of BSI Samarinda employees is good, this can be seen from the company's target profit achieved. However, there are still some individual performances that have not been achieved, such as employees not being very helpful in achieving the set target number of customers. There is still a lack of unity shown by BSI Samarinda employees, some employees still consider that customer targets are individual marketing targets and not the target of employees as a whole. From the research results, it was found that organizational culture had a positive and significant effect on performance which was mediated by job satisfaction of Bank BSI Samarinda employees. The stronger the organizational culture at Bank BSI Samarinda, the greater the performance mediated by employee job satisfaction. On the other hand, the less strong the organizational culture at Bank BSI Samarinda Branch, the lower the performance mediated by job satisfaction. A weak organizational culture and unclear rules within the agency can result in employees acting as they please without rules. This action is an indication that the employee has an disciplinary attitude. On the other hand, if the agency has a good organizational culture, good habits will also be formed among employees. This habit will stick with employees in a positive way, influencing their attitudes and behavior and making them accustomed to working according to the rules.

Conclusion

In accordance with the opinion expressed by Kushendar (2020), organizational culture influences employee performance. A strong organizational culture can help employees learn and adapt to their environment, which affects employee performance. This is in line with the theory put forward by Kurhaydi (2022), theoretically there are factors that can influence human resource performance, including organizational culture and job satisfaction. Organizational culture is the habits or norms that apply and are owned by an organization or company. These habits or norms regulate things that are applicable and generally accepted and must be obeyed by all members of a company or organization. Meanwhile, job satisfaction is satisfaction in carrying out the decisions that have been made. Thus, a good organizational culture will produce good job satisfaction and have an impact on good performance, and vice versa, if employees do not implement or ignore the organizational culture that has been built by the company in carrying out their work, the result will reduce the employee's own job satisfaction at work. and will also have an impact on reducing its performance.

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