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The Influence of Organizational Culture on PT Performance. Trijaya Alfaria

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Abstract

The researcher chose PT. Sumber Alfaria Trijaya Bandung Branch as the subject of this review. Because human resources are one of the most crucial components of any organization and cannot be replaced. The researchers aimed to see if work happiness, as an intervening variable, could affect employee performance via organizational culture and career development in this study. This type of research is quantitative in nature. In the process of gathering data, primary and secondary data are employed, and the slovin formula is used to choose samples using probability sampling. The sample size should then be limited to 138 people. Microsoft Office Excel 2019 and Lisrel Software version 8.80 are used in the data analysis procedure. The results show that Organizational Culture has an impact on employee performance, Career Development has an impact on employee performance, and Job Satisfaction affects Employee Performance, Organizational Culture does not affect Employee Performance mediated by Job Satisfaction, Career Development influences Employee Performance mediated by Job Satisfaction.

Keywords: *Organizational culture, Work satisfaction, Employee performance*

Introduction

Human resources. The growth of the company is largely determined by its human resources. Companies are very concerned about hiring a lot of flexible workers so they can experiment with the workers they already have. In addition, the human resources (SDM) must be able to do various actions that enable it to its goals. The revolution of the era moves rapidly with the technological developments that are increasingly frictional today.

In the world of work, employees must have experienced a toxic culture in the company. The word toxic implications are very strong and hard. (Kompas.com, 2022). In every job any career development employee entering the retirement age wants to experience advancement or

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improvement in good condition when in a career (Radarsemarang.jawapos.com, 2022). Many people who are less motivated and experience burnout are an indication of how job insecurity affects. The performance of employees itself is influenced by the presence of the Kawiana organization culture in the journal (H. Franky Ari Andriprianto and Herry Maridjo, 2022 Organizational culture is a comparison of organizations with other organizations. This condition is seen from the way of work and activities held by members of a Kusdi organization in the journal (H. Franky Ari Andriprianto and Herry Maridjo, 2022

Along with factors related to organizational culture, one factor that can affect employee performance is career development. Ronia and Suryaningtas in the journal (Ni Kadek Ferdiana Sukmaningsih, I Wayan Sujana, 2022). In the world of organizations, career development can significantly increase the employee's work passion, thus bringing relief to Nugroho and Kunartinah in the journal. (Ni Kadek Ferdiana Sukmaningsih, I Wayan Sujana, 2022).

Job satisfaction is important for and employees, as a result of the opportunity to observe employee performance outcomes. Being satisfied or not with the boss is a reflection of his increasing performance. The pleasure and the diligence of working will generate a sense of satisfaction with their work, because the satisfaction is within the individual. Otherwise, the feeling of dissatisfaction with the organization will create a sense of unhappiness, and work will have no sense of enthusiasm. So an increase or decrease in employee performance will be associated with satisfaction and pleasure. Job satisfaction is influenced by the actions, attitudes, and perspectives related to the work of the employee, therefore the satisfaction of the work is a personal issue, then from which the job satisfaction with the employees will be contrary because it will influence the work done by the employees. (Bhastary Dwipayani, 2020).

Literature Review

The Vacancy

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Theory Of Organizational Culture

According to Robbins in (Burhanudin Mukhamad Faturahman, 2018) organizational culture is understood as a method of observation for creating character habits, organizational structure and method of qualias and beliefs of elements that are responsively intertwined with other elements.

Theory Of Career Development

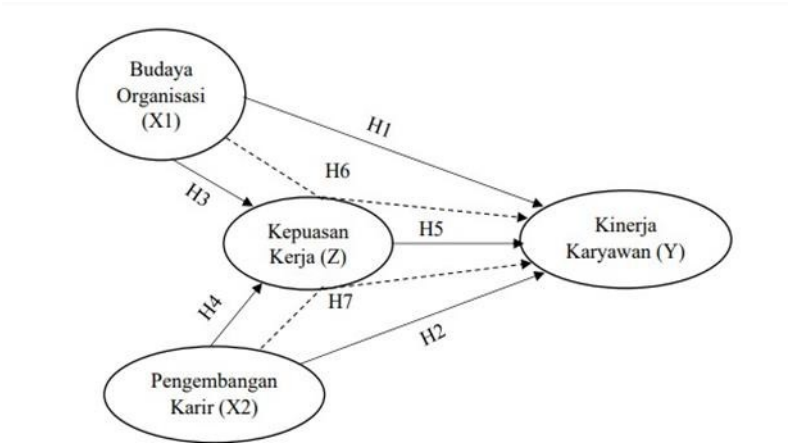
According to the Internal Section (Suryawan & Suwandana, 2019) is defined as a personal transformation in achieving a career program run by a person.

Theory Of Job Satisfaction

According to Luthans in (Darmawan & Princess, 2017) job satisfaction is a question that is considered important when given from the results of employees' responses about as well as the work they have done.

Theory Of Employee Performance

According to Suwanto and Donni in (Noor, 2019) defines appearance or displays work outcomes as part of performance. Performance referred to here can be defined as having a work performance or applying work or income in work.



The Research Hypothesis

According to Robbins in (Bakri, 2022) which demonstrates that the organization culture

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will strive to improve the performance of employees, most importantly when of the seven factors that build the organizational culture (breakthrough and courage to take risks, attention to detail, lead on the team, have competitiveness and steadfastness) are accepted as values that must be trusted, established and realized with a sense of full heart, then from it will be able to give birth to the organisation culture that will affect the improvement of employee performance.

H1: Organizational culture is believed to have a positive impact on the performance of PT employees. Alfaria Trijaya Branch of Bandung.

According to Kasmir in (Dewi & Rahmawati, 2020) stated that the development of employee careers can increase, so the resulting performance continues to increase. Supported also by the Mangkunegara theory in (Dewi & Rahmawati, 2020) Career development is all activities carried out by employees or employees that can help to create careers for their future company, so that employees or workers concerned can develop maximally and that responsibility or obligations will inspire employees to give a brave effort.

H2: It is assumed that career development has a positive impact on the performance of PT employees. Alfaria Trijaya Branch of Bandung.

According to Tobari in (Dipayana & Heryanda, 2020) proving that culture can create a sense of ambition and expectation of every member of the organization, therefore created culture can give a feeling of satisfaction and is a strong source of motivation. This is supported by previous research, koesmono in (Dipayana & Heryanda, 2020) which stated that organizational culture positively influences and focuses on job satisfaction.

H3: Organizational culture is believed to have a positive impact on job satisfaction. Alfaria Trijaya Branch of Bandung.

According to Dianta and Purnama in (Sari & Rahyuda, 2022) proved that job satisfaction mediates the impact of career development on employee performance. That means career

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development can affect employee performance in a variety of ways, including through promotion and job satisfaction. It shows that job satisfaction can have a positive impact on employee performance and career development.

H7: Career development is believed to have a positive impact on employee performance through job satisfaction. Alfaria Trijaya Branch of Bandung.

Method

The Research Approach

This research uses quantitative methods in its approach. According to Sugiyono in (Sabilla & Wijayangka, 2019) is an exploration strategy that studies a particular population and sample and requires a certain way of thinking. It collects data with research instruments and tests the hypotheses that have been previously determined through the investigation of quantitative or statistical data.The technique used is probalitiy sampling using one of its ways is simple random sample. The data is obtained based on the result of the spread of the cushioner (angket) given to the employees of PT. Source Alfaria Trijaya Branch Bandung using Structural Equation Modelling (SEM) technique that uses Lisrel software as an analysis tool. To know the relationship of organizational culture to the performance of employees, organization culture to job satisfaction, career development to employee performance, work satisfaction to employees performance, organisation culture to employees' performance in employee satisfaction mediation, employee's performance to staff's satisfaction.

Location Of Research

This study was conducted in PT. Source Alfaria Trijaya Branch Bandung Complex Aspec Industrial Area Jababeka No, Jl. Chapter 15a, Wangunharja, Kec. North of Benghazi, West of Java, 17530

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Population And Samples

According to Sugiyono in (Ginting et al., 2019) populations are generalizations that include things or people with superiority and some characteristics that researchers choose to observe and from which they can draw conclusions. According to Sugiyono in (Ginting et al., 2019) the sample is a component of the outcome and characteristics of the population. The Alfaria Trijaya Branch of Bandung will be used as a sample for this research.

Result And Discussion

The 138 people who followed this study were all employees of the company. Based on the Standardized Coefficient, Figure 3 describes how coefficients or parameters that indicate a cause-and-effect relationship or how a latent variable affects another latent Variable are evaluated.

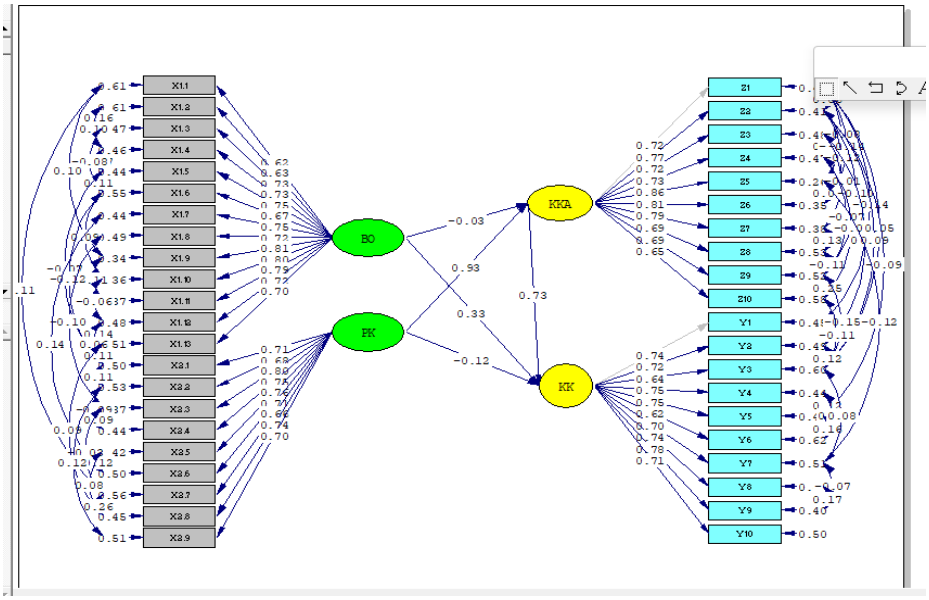


Figure 3 Standardized Coefficient

Can be calculated from the organization culture variable (X1) total slf on indicators a total of 9.42 and total error (e) 6.13 and from the career development variables (X2) total SLF on the indicators an aggregate of 6.51 and the total error(e) 4.28 of the employment satisfaction variabel

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(Z) total Slf on indicators a number of 7.43 and total mistake (E) 4.47 of employee performance variables(Y) total slF on indicator a number 7.15 and total errors (e).

A variable can be referred to as what reliability if the CR value is greater than 0.07 by means of SLF^2 IN THE NUMBER OF SLF ^ 2 DI+TOTAL ERROR (e) and AVE value is larger than 0.50 by way of TOTALSLF^ 2 IN THE TOTAL SLF=2

Di+TOTAL ERROR (e)

Hypotesis Test

Table 3 Hypotesis Test Result

HYPOTHESIS	VARIABLE	TOTAL and Indirects Effects	PROBABILITY	INFORMATION
H1	X1 – Y	12,3	>1.99	Influential
H2	X2 – Y	60,6	>1.99	Influential
H3	X1 – Z	0.15	>1.99	No effect
H4	X2 – Z	0.39	>1.99	No effect
H5	Z – Y	17,8	>1.99	Influential
H6	X1 – Z – Y	-1.64	>1.99	No effect
H7	X2 – Z – Y	32,8	>1.99	Influential

H1 Organizational culture has an impact on employee performance because of the total effects on Organizational Culture on Employee performance. H2 Career Development has an impact on Employee Performance because of the total effects on Careers Development on Employer Performance. H3 Organizational culture has no influence on job satisfaction because of the total effects on organizational culture on basic work satisfaction. H4 Career development has no impact on job satisfaction because the total effects on Career Development on Job satisfaction are 0.39. H5 Job satisfaction has an impact on employee performance because of the total effects on

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employment satisfaction on the employee's performance 17.8. H6 Organizational culture has no influence on the performance of employees who are mediated by Job Satisfaction because of the total effects on Organizational Culture on employee performance that is medied by Employee satisfaction -1,64. H7 Career Development has an impact on the Performance of Employees Mediated by Job Satisfaction because of the total effects on Careers Development on Employee Performance mediated by Employment Satisface Sebasar 32,8. Which is the standard of probability of 1,975905331 (1,99). Can be known the standard in t tables can be counted by the formula in Excel =TINV (0,05 Number of Samples minus Number of Variables) which is obtained the standard t table of 1.99.

Conclusion

The standard coefficient processing results show how much each exogenous variable affects the endogeneous variable after processing. Based on the results, it can be concluded that model processing results in which Organizational Culture has an impact on Employee Performance, Career Development has an effect on Employer Performance, Organizational culture has no impact on Job Satisfaction, Careers Development has no effect on Job satisfaction, Work Satisface has an influence on employee performance, Culture

Organizations have no influence on Employee Performance that is mediated by Job Satisfaction, Career Development has an impact on Employer Performance which is Mediated by Work Satisface.

From such discussions, the researchers recommended that the management of the company direct the evaluation of the occasional performance of the representative to look at the employee's commitment to the organization, so that employees can carry out an authoritative culture that has worked with great effort and encourage employees to work in accordance with their duties and

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obligations appropriately and more productively, so the achievement of company objectives becomes more advanced. It has the potential to improve employee career progress due to the performance of employees who have a sense of job satisfaction on their job.

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