

The Influence of Organizational Culture and Work Motivation on PT Employee Performance Mandiri Utama Finance Palopo City Branch

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Abstrak

This research aims to determine the effect of training and work motivation on employee performance at PT. Mandiri Utama Finance. The population sample used in this research was 45 people. The method used is quantitative with a saturated sampling technique. The collected data will be analyzed using smartPLS 4.0. The significant value of training is 0.027, this value is below 0.05, which means that the value of organizational culture is significant on employee performance. Thus, H1 states that organizational culture has a significant effect on employee performance. The significant value of work motivation is 0.005, this value is below 0.05, which means that motivation has a significant effect on employee performance. Thus, H2 states that work motivation has a significant positive effect on employee performance.

Keywords: Organizational Culture; Work Motivation; Employee Performance.

1. Introduction

Human resources (HR) refer to resources related to the workforce or employees who work in an organization. HR covers various aspects related to the workforce, including qualifications, experience, skills, knowledge, and skills possessed by employees. More broadly, human resources also includes the management and management processes of the workforce within the organization, including recruitment, selection, training, development, performance management, and employee payroll. The main objective of human resource management is to ensure that the organization has a workforce qualified, skilled and productive who can help achieve business goals and improve organizational performance [1]. Goals must be achieved through human resource management. Company leaders usually expect good performance from all employees when they carry out tasks assigned by the company. The company realizes that human resources are an important part of the company's development process, therefore the quality of human resources must continue to be developed and directed in order to achieve goals. Human resource management also aims to ensure employee welfare and satisfaction, as well as promote a healthy and safe work environment for all employees [2].

An organization is a means consisting of people who work together to achieve common goals. The success of an organization is closely related to the quality of its members' performance, so organizations are required to always develop and improve the performance of their members. Performance means the work results that can be displayed or the work appearance of an employee. Thus, an employee's performance can be measured from work results, task results, or activity results within a certain period of time [3]. Work motivation is

the drive or enthusiasm that encourages a person to do work wholeheartedly and succeed in achieving company goals [4].

If a company wants to develop rapidly then the company must have human resources that are able to display good performance. This condition also applies to companies that produce goods or services, or even social organizations or organizations that operate in public service. This is because humans as employees are an important asset of an organization who have feelings, personal goals, traits or characters that are different from one another [5].

PT Mandiri Utama Finance (MUF) is a subsidiary of PT Bank Mandiri (Persero) Tbk which operates in the multipurpose financing sector to serve the Indonesian people by paying in monthly installments.

This research will be carried out at PT Mandiri Utama Finance Palopo City Branch. Jl. Andi Kambo, Salekoe, District. Wara Tim., Palopo City, South Sulawesi.

Based on the results of previous research by, Rivai, 2020 [6] that organizational culture has a significant effect on employee performance and based on the results of previous research by Salju, 2023 [7], and Maria et al, 2021 [8] that work motivation has a significant effect on employee performance. Based on the description above, in order to compile a research journal with the title "**The Influence of Organizational Culture and Work Motivation on Employee Performance of PT. Mandiri Utama Finance Palopo City Branch**" This research was conducted in 2024.

2. Methodology

This research uses a quantitative design [9] with a survey method, the population of this research is all employees at the Mandiri Utama Finance company. The research sample was taken randomly from 45 respondents. Data was collected through a questionnaire containing statements related to organizational culture, work motivation and employee performance. Data will be analyzed using the SmartPLS 4.0 program. to examine the relationship between organizational culture variables and work motivation on employee performance. In addition, to determine the sample this study used a saturated sampling technique, which means the population as a whole was taken as a sample. This method is usually used when the population is relatively small.

3. Result and Discussion

3.1. Result

3.1.1. Instrument Test Results (Validity test)

In this research, the validity test is used to evaluate the level of validity of the VB-SEM model, with a focus on convergent validity. According to [10] Convergent validity is a method used to evaluate the extent of the correlation between a statement and its construct. There are two approaches to assessing the validity of the Structural Equation Modeling (SEM) model using convergent validity techniques. This research examines the outer loading value and the average variance extracted (AVE) value to evaluate the validity of the model.

a. Outer loading

The desired factor loading value is > 0.7 , and in validity testing all indicators show a value above > 0.7 .

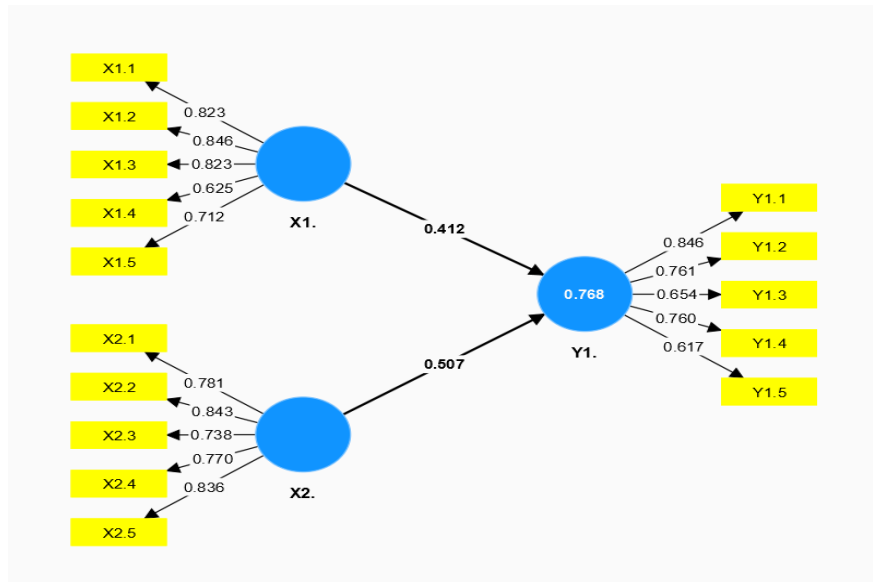


Figure 1. Outer Model

b. Average Variance extracted

The value used as a measure is average variance extracted (AVE), where the expected value is >0.5 . The results of the validity test to evaluate the AVE value are presented in the table below:

Table 1. Average Variance Extracted (AVE) Value

Variable	Average Variance Extracted (AVE)
Organizational Culture (X1)	0.594
Work Motivation (X2)	0.632
Employee Performance (Y)	0.536

Based on the results above, the AVE value of all variables observed in this study was found to be > 0.5 , indicating that all variables have adequate validity and can be used to test the SEM mode.

c. Reliability Test

Reliability is a consistent indicator of a measurement of the variable. Reliability assessment of the SEM model uses Composite Reliability and Cronbach's Alpha. This type of reliability aims to evaluate the internal consistency of variable indicators.

Table 2. Composite Reliability and Cronbach Alpha values

Variable	Cronbach Alpha	Composite Reliability
Organizational Culture (X1)	0.824	0.878
Work Motivation (X2)	0.854	0.895
Employee Performance (Y)	0.783	0.851

The standard Cronbach's Alpha value to ensure the reliability of a variable is > 0.6 , and the Composite reliability standard is > 0.7 . Therefore, based on the table above, it can be concluded that all variables have a Cronbach's Alpha value > 0.6 and a Composite Reliability

value > 0.7 so it can be stated that the SEM model analyzed can be considered to have adequate reliability.

d. Between Variables

Analysis SEM is carried out to test the extent to which independent variables influence the dependent variable. The structure of the SEM model, which reflects the results of the analysis of the influence between variables, is presented in the figure below:

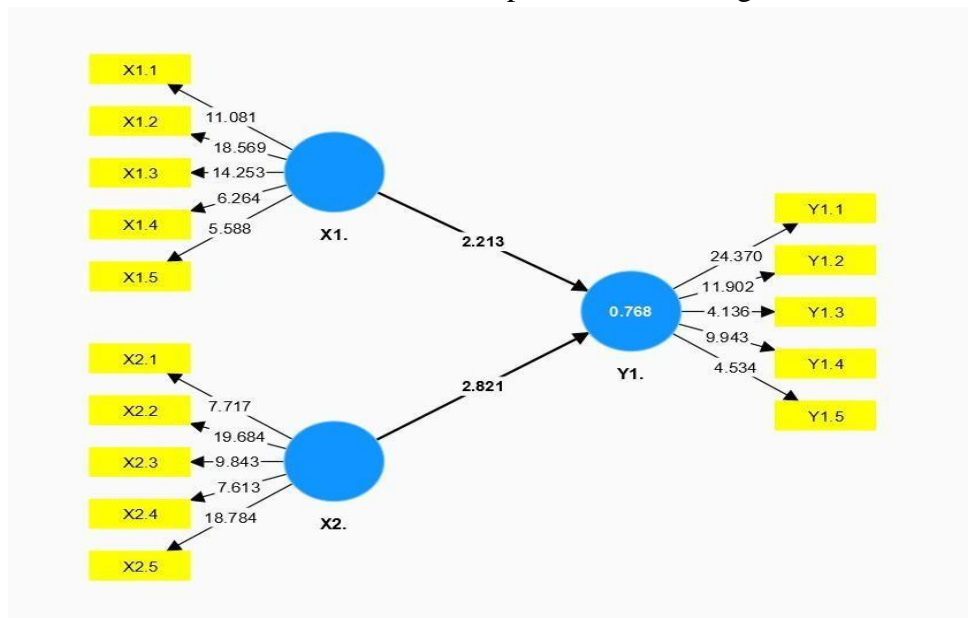


Figure 2. Influence of Research Variables

Analysis of the influence of the variables analyzed in this research is the influence of the variables Organizational Culture (X1), Work Motivation (X2), and Employee Performance (Y). This analysis is also used as a hypothesis test in this research. The level of influence of each variables are displayed in the table below:

Table 3. Direct Effect of Research Variables

Direct Influence	Q Count	Q Table	P Values	Cut Of Value
Organizational Culture (X1) > Performance Employee	2,213	1,681	0.027	0.05
Work Motivation (X2) > Performance Employee	2,821	1,681	0.005	0.05

From the table above it can be seen that the original sample value, p-value or T statistic which is used as a reference for taking hypotheses is accepted or rejected. The hypothesis can be accepted if the T Statistics value $> T$ Table or p value > 0.05 . Based on the table above, it can be seen that.

3.1.2. Organizational Culture on Employee Performance

Based on the research results described above, Organizational Culture (X1) turns out to have a significant impact in a positive direction. This can be seen in the calculated T value $> T$

Table, namely $2,213 > 1.681$ or can be seen in the P value which is $0.027 < 0.05$. So it is concluded that the Organizational Culture Variable has a significant influence in a positive direction on Employee Performance.

3.1.3. Work Motivation on Employee Performance

Based on research results as explained above, Work Motivation (X2) turns out to have a significant impact in a positive direction. This can be seen in the calculated T value $> T$ Table, namely $2,821 > 1.681$ or can be seen in the P value which is $0.005 < 0.05$. So it is concluded that the Work Motivation Variable has a significant influence in a positive direction on Employee Performance.

3.2. Discussion

3.2.1. Organizational Culture on Employee Performance

Based on the research results described above, Organizational Culture (X1) turns out to have a significant impact in a positive direction. This can be seen in the calculated T value $> T$ Table ie $2,213 > 1.681$ or can be seen in the P value which is $0.027 < 0.05$. So it is concluded that the Organizational Culture Variable has a significant influence in a positive direction on Employee Performance. Organizations that have a strong culture have better results because they provide the necessary structure and control without relying on rigid formal bureaucracy and allow for the growth of motivation and innovation. This research supports research [11] entitled The Influence of Organizational Culture and organizational commitment on employee performance which found that organizational culture has a significant effect on employee performance in employees. The first hypothesis (H1), namely that organizational culture on employee performance has been proven to have a positive effect on PT Mandiri Utama Finance.

3.2.2. Work Motivation on Employee Performance

Based on the research results as explained above, Work Motivation (X2) turns out to have a significant impact in a positive direction. This can be seen in the calculated T value $> T$ Table ie $2,821 > 1.681$ or can be seen in the P value which is $0.005 < 0.05$. Motivation is a component of human resources in coaching, developing and directing the workforce, companies must increase the work motivation of their employees. Motivation begins with accepting the fact that some needs have not been met. This research supports research [12] entitled The Influence of Work Discipline, Communication, Work Motivation, and Work Environment on Employee Performance which found that work motivation has a significant effect on employee performance. Thus, it can be concluded that work motivation has a significant effect on the performance of PT employees. Mandiri Utama Finance Palopo City Branch. This means that when employees' motivation to work increases, they can achieve higher levels of performance. positive impact of work motivation on employee performance. Research conducted at PT. Mandiri Utama Finance proves that work motivation does have a positive influence on employee performance

3.2.3. Organizational Culture and Work Motivation on Employee Performance

Culture organization and work motivation have a positive relationship with employee performance. This is from previous research stating that there is a significant influence between organizational culture and work motivation on employee performance. The influence between organizational culture and employee performance is also shown in research conducted by H. Teman Koesmono (2005) regarding "The Influence of Organizational Culture and work

motivation on employee performance in the Medium Scale Wood Processing Industry Sub-Sector in East Java". The results of this research are in line with the results of PT research. Mandiri Utama Finance that organizational culture and motivation provide some influence on the performance of existing employees [13]

4. Conclusion and Suggestion

Share the results of the analysis has been discussed, it can be concluded that organizational culture has a positive and significant effect on employee performance, thus it can be said that it improves employee performance at PT. Mandiri Utama Finance and Work Culture in Palopo City by improving the existing organizational culture.

Motivation has a positive and significant effect on employee performance, thus it can be said that it improves employee performance at PT. Mandiri Utama Finance and Work Culture in Palopo City by increasing better motivation. Suggestions for this research are as follows :

1. The average score on the organizational culture variable indicates satisfactory results. It would be beneficial for the company to provide clear and aligned directions to employees in the future to ensure smooth employee performance. This includes providing planning on what tasks should be done by the employees next.
2. The respondents' answers regarding the work motivation variable indicate that the work motivation at PT. Mandiri Utama Finance is relatively high. Thus, employees consistently demonstrate dedication in their work and contribute to the company, regardless of the tasks assigned by the company.

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