

The Influence Of Work Motivation And Organizational Culture On The Performance Of Satpol-Pp Employees In Luwu Regency

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Abstrak

This research aims to determine the influence of work motivation and organizational culture on the performance of Satpol PP employees in Luwu Regency With 234 employees, the sample taken using the Slovin formula was 70 people. The analytical methods used in this research consist of validity and reliability tests, multiple linear regression analysis, T test, F test and R2 test. The results of the multiple linear regression equation show that work motivation and organizational culture have a positive and significant effect on the performance of employees of the Luwu district civil service police unit. The results of the F test analysis show that together work motivation and organizational culture have a significant effect on the performance of civil service police unit employees in Luwu Regency. The R2 test results show that the work motivation and organizational culture variables are able to explain 41.7% of the performance of civil service police unit employees in Luwu Regency, while the remaining 58.3% is explained by other variables not included in this research

Keywords: Work motivation, organizational culture, employee performance

1. Introduction

In the context of an increasingly complex and dynamic world of work, attention to the factors that influence employee performance is becoming increasingly important. The two main elements that significantly form the pillars of success of an organization are work motivation and organizational culture(Wahyudi, Wan and Tupti 2023). Work motivation, as an internal drive that encourages individuals to achieve goals and provide maximum contribution, has long been recognized as the key to increasing productivity and work quality.(Octavian 2011). On the other hand, organizational culture reflects the shared values, norms, and ways of interacting within an institution, which can form the basis for collective work and organizational identity.(Adha, Qomariah, and Hafidzi 2019).

Work motivation has a major impact on individual behavior and performance in the work environment. High motivation creates a dynamic environment where employees feel involved, enthusiastic, and dedicated to achieving shared goals Top of Form(Ainanur and Tirtayasa 2018). Employees' pro and positive mental attitude towards work situations strengthens motivation for maximum performance(Sam, Suardi, and Adil 2023).

The implementation of organizational cultural values is successful when the working relationship between managers, employees and other organizational members is good(Fariyadi and Austin 2022). Organizational culture influences HR development. A positive culture supports collaboration, innovation, and adaptation, while a culture that is not in line with company values hinders goal achievement(Aprilia 2018). Company leaders' non-

compliance with working hours creates a culture where employees follow the same pattern, posing challenges to the organizational culture (Setiawan, Oryz, Woro Utari 2019).

Work motivation and organizational culture influence employee behavior in the office, which in turn influences their performance (Junaidi and Febsri 2018). Employee performance is influenced by external and internal factors. External factors, such as co-workers' behavior, work facilities, and organizational climate, as well as internal factors, including individual abilities and motivation, play a role in determining their performance (Sofiyanti and Nawawi 2017).

The Civil Service Police Unit is a regional government agency that maintains peace and public order and enforces regional regulations with the support of a work infrastructure budget (Aprilia 2019). The Luwu Regency Civil Service Police Unit continues to strive to improve human resource management, especially related to organizational culture and employee work motivation, to maximize their performance (Sam, Suardi, and Adil 2023).

Several previous research results discussing the influence of work motivation and organizational culture on employee performance by these experts, according to research conducted by (Aprilia 2018), (Octavian 2011). The results of his research stated that "work motivation and organizational culture have a positive and significant effect on employee performance". It is necessary to understand how work motivation and organizational culture interact with each other and influence employee performance simultaneously (Mariana 2022). A deep understanding of these dynamics can help optimize employee potential to effectively achieve organizational goals (Mahendro and Setyabudi 2015). By understanding the relationship between work motivation, organizational culture, and employee performance, it is hoped that we can formulate effective management strategies to increase productivity, employee satisfaction, and organizational success (Wahyudi, Wan and Tupti 2023).

Problems often faced by organizations (government), in particular Yes, the Satpol PP Office in Luwu Regency is concerned with performance, work attitudes, work motivation and organizational culture which will not be able to run optimally without reliable and professional human resources. In this regard, researchers are interested in researching more deeply about the influence of work motivation and organizational culture on the performance of Satpol PP employees in Luwu Regency. Conclude the introduction with a paragraph detailing the objectives of the work and providing a brief introduction to the methodology. Avoid excessive length to keep the reader's attention.

2. Methodology

Types of research

This type of research is quantitative research. Quantitative research is research related to a research method that prioritizes numerical measurements and numbers. In this research, sampling techniques are generally used randomly, data collection uses research instruments, and data analysis is quantitative or statistical in nature with the aim of testing predetermined hypotheses.

In this research there are several variables, namely independent variables (free) and dependent variables (bound), where the independent variable is X1 (work motivation) and variable X2 (organizational culture) while the dependent variable is Y (employee performance). This technique is used to find the relationship between one variable and other variables.

Table 1. Operationalization of variables

Research variable	Conceptual Description	Indicator
Work motivation	Work Motivation is defined as the process of giving work motives (motivators) to employees in such a way that they are willing to work sincerely to achieve organizational goals.	<ol style="list-style-type: none"> 1. form skills 2. will 3. form expertise 4. obligations Cardoso (2003:181) in[1]
Organizational culture	Organizational culture is the dominant values, norms, attitudes and rules that are disseminated within the organization and referred to as employee work philosophy.	<ol style="list-style-type: none"> 1. Results orientation 2. Innovation and risk taking 3. Justice and ethics 4. Leadership cultural values Robbins (2001) in[2]
Employee Performance	Work results achieved by an employee by organizing his activities and work standards to achieve the targets of an agency's vision and mission.	<ol style="list-style-type: none"> 1. People's satisfaction 2. Work attitude 3. entrepreneurship 4. Timeliness (Sedarmayanti, 1996:144-145) in[3]

Location and Time of Research

The research location is the place where researchers conduct research. This research was carried out at the Civil Service Police Unit of Luwu Regency which is located in the office area of Jln. Pahlawan, Senga sub-district, Belopa sub-district, Luwu district, South Sulawesi. This research will be carried out starting from November 2023.

Population and Sample

The population in this study was 234 Luwu Regency Satpol PP employees. Sampling was carried out with the consideration that the existing population was very large, so it was impossible to research the entire existing population. simple random sampling technique, is a sampling technique to determine the sample that will be used in the research. In this research the author used a sampling technique formulated by Slovin.

$$n = \frac{N}{1 + Ne^2}$$

Information :

n = number of samples

N = total population

e = percentage of allowance for sampling error accuracy that can be tolerated, e = 0.1 (10%).

$$n = \frac{N}{1 + Ne^2} \quad n = \frac{234}{1 + 2,34} \quad n = \frac{234}{3,34} \quad n = 70,0$$

So the sample used in this research was 70 employees of the Luwu district civil service police unit.

Data collection technique

The data in this research was obtained from primary data sources. where primary data is data directly collected by researchers from the field, namely data taken from respondents by giving questionnaires to respondents to answer the statements given for 1 (one) month. This research uses a Likert scale measurement model, which is generally used to measure attitudes, opinions and perceptions of a person or group of people about certain social phenomena.

Data analysis technique

This research uses multiple linear regression data analysis techniques with the SPSS (Statistical Program For Social Science) 2023 program analysis tool.

1. Test Research Instruments
 - a. Validity test
 - b. Reliability Test
 2. Multiple Linear Regression Analysis
 3. Hypothesis testing
 - a. Partial Regression Coefficient Test (T Test)
 - b. Simultaneous Regression Coefficient Test (F Test)
- Coefficient of Determination Test (R²)

3. Result and Discussion

3.1 Instrument Test Results

Validity test

This test is used to check whether the statements contained in a questionnaire are valid. The following are the results of the validity test of the variables used in this research.

Table 2. Validity Test Results

Variable	Items	R Count	R Table	Information
Work Motivation (X1)	X1.1	0.589	0.235	Valid
	X1.2	0.730	0.235	Valid
	X1.3	0.648	0.235	Valid
	X1.4	0.590	0.235	Valid
	X1.5	0.777	0.235	Valid
	X1.6	0.518	0.235	Valid
	X1.7	0.547	0.235	Valid
	X1.8	0.552	0.235	Valid
Organizational Culture (X2)	X2.1	0.578	0.235	Valid
	X2.2	0.457	0.235	Valid
	X2.3	0.504	0.235	Valid
	X2.4	0.625	0.235	Valid
	X2.5	0.594	0.235	Valid
	X2.6	0.688	0.235	Valid
	X2.7	0.617	0.235	Valid
	X2.8	0.507	0.235	Valid
Employee Performance (Y)	Y1	0.569	0.235	Valid
	Y2	0.697	0.235	Valid
	Y3	0.648	0.235	Valid
	Y4	0.585	0.235	Valid
	Y5	0.580	0.235	Valid
	Y6	0.605	0.235	Valid
	Y7	0.577	0.235	Valid
	Y8	0.623	0.235	Valid

Source: Processed using SPSS 20 (2023)

In this study, there were 70 respondents who had an R table value of 0.235. The validity test results in the table above can be seen that all variables and items- The statement item is declared valid because the Pearson correlation R count > R table or the Pearson correlation is above 0.235.

Reliability Test

The reliability test is a measuring tool used to determine the consistency of the questionnaire which is an indicator of the variable. A questionnaire can be said to be reliable if the respondent's answers to statements are balanced and appropriate from time to time. A variable is said to be reliable if the a value is >0.60.

Table 3. Reliability Test Results

Variable	Cronbach Alpha	Standard	Note.
Work Motivation (X1)	0.768	0.60	Reliable
Organizational Culture (X2)	0.705	0.60	Reliable
Employee Performance (Y)	0.757	0.60	Reliable

Source: Processed using SPSS 20 (2023)

Based on the table above, it can be concluded that the variables of work motivation, organizational culture and employee performance show Cronbach's Alpha > 0.60, so all variables can be declared reliable.

Multiple Linear Regression Test

Multiple linear regression test is a testing model that involves more than one independent variable to find out how much influence the independent variable has on the dependent variable.

The formulation of the multiple regression model in this research is as follows:

$$Y = a + b_1X_1 + b_2X_2 + \dots + e$$

Information: Y = Employee Performance

a = Constant

b₁b₂ = Regression Direction Coefficient

X₁ = Work Motivation

X₂ = Organizational Culture

e = Confounding factors outside the model

Table 4. Multiple Linear Regression Test Results

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	4.877	4.497		1.084	.282
Motivasi Kerja	.315	.128	.231	2.459	.017
Budaya Organisasi	.610	.099	.576	6.132	.000

Source: Processed using SPSS 20 (2023)

The multiple linear regression equation in this research based on the table above is as follows:

$$Y = 4.877 + 0.315X_1 + 0.610X_2$$

The multiple linear regression equation can be interpreted as follows:

- The constant value (a) is 4,877. It can be explained that the constant value is 4,877 which states that if the Work Motivation variable (X₁) and the Organizational Culture variable (X₂) have a value of 0, then the Employee Performance variable (Y) is 4,877
- The regression coefficient (X₁) value of 0.315 has a positive value which means that every time there is an increase in work motivation of 0.315, employee performance will also increase by 0.315.

- c) The regression coefficient (X2) value of 0.610 has a positive value which means that every time there is an increase in organizational culture by 0.610, employee performance will also increase by 0.610.

3.2 Hypothesis Test Results

Persial Test (T Test)

The T test is one of the tests carried out to determine the influence of each independent variable partially on the dependent variable. Decision making is done by looking at the significant values in the coefficients table. The basis for testing regression results is usually carried out with a confidence level of 5% ($\alpha = 0.05$). Partial test criteria: if the significant value of the T test is > 0.05 , then H_0 is accepted and H_a is rejected, meaning there is no influence of the independent variable on the dependent variable, and vice versa, if the significant value of the T test is < 0.05 , then H_0 is rejected and H_a is accepted, meaning there is an influence of the variable. independent of the dependent variable.

Table 5. Partial Test Results (T Test)

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardize d		
	B	Std.Error	Beta		
(Constant)	4.877	4.497		1.084	.282
Motivasi Kerja	.315	.128	.231	2.459	.017
Budaya Organisasi	.610	.099	.576	6.132	.000

Source : *Processed using SPSS 20 (2023)*

Based on Table 5 above, the following results are obtained:

- a). The test results show that work motivation has a positive and significant effect on employee performance. This is proven by the T hitung $>$ T table or $2,459 > 1,996$ and a significant value of $0.017 < 0.05$, then H_1 is accepted, meaning that there is a positive and significant influence between the work motivation variable (X1) on employee performance (Y) at Satpol-PP in Luwu district.
- b). The test results show that organizational culture has a positive and significant effect on employee performance. This is proven by T count $>$ T table or $6,132 > 1,996$ and a significant value of $0.000 < 0.05$, so H_2 is accepted, meaning that there is a positive and significant influence between the organizational culture variable (X2) on employee performance (Y) at Satpo-PP in Luwu Regency.

Simultaneous Test (F Test)

Simultaneous test (F test) is the result of a test carried out to see whether or not there is an influence of all independent variables together or simultaneously on the dependent variable. If $F_{count} > F_{table}$ then the independent variable simultaneously influences the dependent variable.

Table 6. Simultaneous Test (F Test)

ANOVAa					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	347,580	2	173,790	23,988	,000b
Residual	485,406	67	7,245		
Total	832,986	69			

Source: Processed using SPSS 20 (2023)

From the test results it is known that F is hitng $> F_{table}$ or $23,988 > 3.13$ with a significant value of $0.000 < 0.05$. Thus, it can be concluded that all the independent variables in this research work together or simultaneously on these variables.

Coefficient of Determination Test (R²)

The coefficient of determination test is the result of a test to measure how large the proportion of variation in the independent variables, namely work motivation and organizational culture, has an influence on the dependent variable, namely employee performance.

Table 7. Determination coefficient test (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the estimate
1	.646a	.417	.400	2.69163

Source: Processed using SPSS 20 (2023)

The coefficient of determination results in table 7 above is 0.417 or 41.7%, this shows that work motivation and organizational culture are able to influence changes in employee work, while the remaining 58.3% is influenced by other variables not examined in this research.

3.3 Discussion

The Influence of Work Motivation on Employee Performance

Based on the T test, it was found that the influence of work motivation (X1) on employee performance (Y) for employees of the civil service police unit in Luwu Regency with a calculated T of $2,459 > T_{table}$ 1,996 with a significant value of $0.017 < 0.05$. This

shows that work motivation directly has a positive and significant effect on employee performance in the civil service police unit in Luwu district.

The results of this research are in line with research from[4],[5]And[6]where the research states that work motivation has a positive and significant effect on employee performance. High motivation improves employee performance, which is important for managers because they interact with other people in their work[7]. Motivation is the urge to work enthusiastically towards a target. Lack of motivation can lead to low performance. Satpol PP needs to provide encouragement to employees to improve their performance according to expectations[8].

Different from research conducted by[9]which shows that there is no significant influence between work motivation on employee performance.

The Influence of Organizational Culture on Employee Performance

Based on the T test, it was found that the influence of Organizational Culture (X2) on employee performance (Y) for employees of the civil service police unit in Luwu Regency, the better the organizational culture, the more employee performance will improve. T count is $6,132 > T$ table $1,996$ with a significant value of $0.000 < 0.05$. This shows that organizational culture directly has a positive and significant effect on employee performance in the civil service police unit in Luwu district.

This research is in line with research from[10]And[11]in his research concluded that organizational culture influences employee performance. Organizational culture includes the values, norms, attitudes and work ethics that influence employee behavior and their interactions with the environment. Setting values and rules in organizational culture can improve employee performance[12].

Different from research conducted by[13]The results of this research indicate that organizational culture does not have a positive and significant effect on employee performance.

The Influence of Work Motivation and Organizational Culture on Employee Performance

Based on simultaneous results conducted by previous researchers, it shows that work motivation and organizational culture variables have a significant effect on employee performance both partially and simultaneously.

The research results from the F test show that the calculated F value is $23,988$. F table 3.13 with a significant value of $0.000 < 0.05$. This shows that the variables of work motivation and organizational culture together have a positive and significant effect on employee performance in the civil service police unit in Luwu district.

4. Conclusion and Suggestion

Based on the results of the research and analysis that has been carried out, it is found that 1). Work motivation directly has a positive and significant effect on employee performance in the Civil Service Police Unit in Luwu Regency. 2). Organizational culture directly has a positive and significant effect on employee performance in the Civil Service

Police Unit in Luwu Regency. 3). Work motivation and organizational culture together have a positive and significant effect on employee performance in the Civil Service Police Unit in Luwu Regency.

Suggestions for this research are as follows Authorities should enhance work motivation and organizational culture to maintain the performance, quality, and quantity of employees in the Civil Service Police Unit (Satpol-PP) of Luwu Regency. For future research, it is recommended to increase the representativeness of samples according to the figures above. Conduct deeper observations, not just distributing questionnaires but also employing methods such as interviews and others. This study only focused on one region, namely Luwu Regency. It is hoped that future researchers will expand the scope of research to include provinces in Indonesia for a more comprehensive understanding.

5. Acknowledgement

All praise and thanks are due to the presence of ALLAH SWT for His mercy and grace, which have enabled the writer to complete the final report with guidance, direction, and attention, and in a timely manner. This final report aims to fulfill one of the requirements for conducting Research activities, which will later be converted as a replacement for a course in the 7th semester in the Management Program of the Faculty of Economics and Business at Muhammadiyah Palopo University. Gratitude is expressed to those who have provided guidance, direction, and encouragement in this activity: Prof. Dr. H. Suhardi M Anwar, Drs., M.M., CIQaR selaku Rektor Universitas Muhammadiyah Palopo
Prof. Dr. H. Suhardi M Anwar, Drs., M.M., CIQaR as the Rector of Muhammadiyah Palopo University

Dr. Antong, S.E., M.Si. as the Dean of the Faculty of Economics and Business at Muhammadiyah Palopo University

Jumawan Jasman, S.E., M.M. as the Head of the Management study program at Muhammadiyah Palopo University

Drs. Ahmad Suardi H, M.M. as Supervisor

Adil, S.E.I., S.M., M.M. as Supervisor 2

Thank you to all parties involved for their guidance and support throughout this endeavor.

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