

The Influence of Organizational Culture and Organizational Commitment on Employee Performance in PT. Tirtakencana Tatawarna Luwu

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Abstract

The purpose of this research is to determine the influence of organizational culture and organizational commitment on employee performance at PT. Tirtakencana Tatawarna Luwu. Sampling for this research used the Accidental Sampling method with a total of 60 employees. Data analysis uses Multiple Linear analysis using the SPSS application. Based on the research results, it shows that the existence of organizational culture will become a reference for employee behavior to achieve organizational goals so that organizational culture has a significant effect on employee performance, while high organizational commitment will increase employee performance which has a good impact on the company so that organizational commitment has a significant effect on employee performance. On PT. Tirtakencana Tatawarna Luwu

Keywords: Organizational Culture; Organizational Commitment; Employee Performance

1. Introduction

PT. Tirtakencana Tatawarna Luwu, which is part of the Avian Group, is a company engaged in the sales and distribution of building materials and furniture. Tirta's distribution network is very wide and comprehensive on various islands in Indonesia, one of which is in Karang-karangan, Bua sub-district, Luwu Regency, South Sulawesi.

Every organization or company must make every effort to achieve the goals or success of the organization, as is the case with PT. Tirtakencana Tatawarna Luwu does this, but we know that achieving this goal does not happen instantly, there will definitely be obstacles or problems. In this case, one of the things that can influence the smoothness or success of an organization is culture and commitment. It is known that organizational culture is an instrument for determining the direction of the organization, directing what can be done and what should not be done. Some problems that could occur without an organizational culture include sloppy dressing, dressing not in accordance with company regulations, leaving the workplace without permission, and not arriving on time. These problems will directly impact employee performance, while organizational commitment is seen as a value orientation towards the organization which shows that someone really thinks about or is very serious about their work and organization by trying to give all the effort they have in order to help their organization. Problems can also occur if you do not have organizational commitment, for example you are not serious about your work, so that these problems directly have a negative impact on employee performance. From the explanation above, it can be concluded that organizational culture and organizational commitment are very important in every company. In this case, there is a problem formulation in this research, namely: 1). Does organizational culture influence employee performance at PT. Tirtakencana Tatawarna Luwu. 2). Does organizational commitment influence employee performance at PT. Tirtakencana Tatawarna

Luwu. 3). Do organizational culture and organizational commitment simultaneously influence employee performance at PT. Tirtakencana Tatawarna Luwu.

An organization or company must have its own culture and commitment which requires employees to try as much as possible and continue to maintain the company's profits and produce goods, products or services to consumers with good service quality, because in the business world the competition is increasingly intense with as time goes by [1].

In the current era of globalization, it is not only external factors that can have a negative impact on performance, internal factors also have an impact on how well an organization's employees perform. For example, if employees get along well with each other, they will be able to provide better work, conversely if employees do not have high commitment then their performance will be poor and have a negative impact on organizational performance. Organizational commitment reflects how a person identifies himself with the organization and how that person is tied to the goals that the organization will achieve, so that organizational commitment means more than loyalty, namely being active and working hard and making a contribution to the company [2].

Organizational culture is the formation of ways of behaving and developing values or rules that are established in an organization, and is very mandatory for all members of the organization, because it will be passed down from generation to generation to the next generation so that it is not created by itself, but is formed first so that it is organized properly. good or as a good example for future successors.

Performance in every organization depends on the quality of employee work, but leaders play a role in organizing, planning, controlling and implementing an organization, therefore leaders or superiors must provide advice and motivation to their employees to carry out their duties with enthusiasm and have adequate responsibility high towards their duties so that it will be easier for an organization to fulfill the goals it wants to achieve [3] Organizational culture really helps employee performance because it can create high motivation for each employee to give their best abilities in carrying out the responsibilities given [4].

The work environment also has a very important role in increasing employee productivity through appropriate physical and non-physical work environments, such as creating a safe and healthy work environment for employees by providing tools and facilities for their work, enforcing workplace policies, monitoring employee behavior. at work, and increase employee morale in all activities. As a result, when the physical and non-physical work environment is improved, employee productivity will increase [5].

In managing human resources in an organization, it can influence whether or not the organization's goals are achieved, human resources in an organization are very important in determining the fate of the company so it is very necessary to form employee commitment, in this case the organization is required to provide support and motivation to each of its employees. An organization's organizational culture is a guideline that is implemented in a company or organization in behaving so that it can be seen that employees have high organizational commitment and have good work quality in the organization [6].

The existence of organizational culture will influence the effectiveness of employee performance in carrying out their duties to achieve company goals, organizational culture can also create good cooperation between individuals and groups to further support success within the company [7]. Organizational culture really helps employee performance because it can increase motivation for employees to work harder and provide the best for their organization. When carrying out work, motivation is also very important for employees to create high enthusiasm for carrying out their demands or responsibilities, because motivation is an action to provide enthusiasm or encouragement to pursue a desire or goal to be achieved [8]. [4] a strong culture has 3 characteristics, namely: Clarity of values and beliefs, dissemination of values and beliefs, and solidity and core values and beliefs. Having a strong culture as mentioned above will have a very good impact on the organization.

One of the things that cannot be avoided and will definitely happen in every organization or company is problems, one of which is a lack of attention from superiors in terms of coming to and leaving work on time so that this can become a habit carried out by employees so that many employees those who come and go home on a whim are also not on time due to lack of attention which results in unwanted problems [9]. Employee performance in the company really needs attention in managing it, because if it is not paid attention to or not well organized, it will be a problem for the company to achieve its goals. In this era of globalization, company competition is getting tighter, so performance management must be carried out, which of course requires adjustments to the conditions or circumstances of the company in order to be able to compete [10].

Organizational commitment is a feeling of desire to maintain its membership, by accepting the values and goals of the organization and working hard in carrying out their duties to achieve the goals and continuity of the organization, employees who are committed to the organization have a sense of pride, high enthusiasm, safeguard company assets and good quality employee work. will be beneficial for the company [11]. Commitment in

organizations does not occur automatically, but occurs through a very slow and methodical process [12].

The business world will be successful if it has a strong and reliable human resource base. In every business component, as with business activities which must be flexible and able to adapt to the rapid advances in technology and human resources which are increasingly developing over time, most importantly, this is determined by the quality of human resources who have the enthusiasm and innovation to continue learning. to improve self-ability and have a strong sense of socialization. Human resource management is a recognition of the importance of the workforce in making contributions and organizational goals [13] [14].

The aim of the research was to analyze or verify whether organizational culture and organizational commitment have an influence on employee performance and to find out which variables have more influence on the performance of PT employees Tirtakencana Tatawarna Luwu.

2. Methodology

This research was conducted in order to test and analyze the influence of organizational culture and organizational commitment on employee performance at PT. Tirtakencana Tatawarna Luwu. The method used in this research is a quantitative method. Data obtained was obtained from a questionnaire that was distributed online, where the scale used to calculate each indicator for the variables in this study was an interval scale in the form of a five-point Likert scale, where number 1 "Strongly Disagree" and number 5 "Strongly Agree". The hypothesis used in this research is multiple linear regression using the SPSS 22 application. The sample population studied was 60 people.

3. Result and Discussion

3.1 Result

Validity test

This validity test is used to find out whether each statement in each questionnaire in question is valid or not. One way to understand it is to compare the calculated r with the table r . If the calculated r value is greater than table r , then the data is considered valid. The results of the validity test of the variables used in this research are as follows:

Table 1. Validity Test

Variable	Item	R table	R count	note
Organizational culture	X1.1	0,329	0,590	valid
	X1.2	0,329	0,761	valid
	X1.3	0,329	0,633	valid

	X1.4	0,329	0,779	valid
	X1.5	0,329	0,713	valid
	X1.6	0,329	0,571	valid
Organizational Commitment	X.2.1	0,329	0,468	valid
	X2.2	0,329	0,611	valid
	X2.3	0,329	0,527	valid
	X2.4	0,329	0,649	valid
	X2.5	0,329	0,333	valid
	X2.6	0,329	0,428	valid
Employee performance	Y.1	0,329	0,367	valid
	Y.2	0,329	0,522	valid
	Y.3	0,329	0,488	valid
	Y.4	0,329	0,691	valid
	Y.5	0,329	0,395	valid
	Y.6	0,329	0,412	valid

Source: SPSS Processed Data (2023)

Based on the table above, it can be concluded that the validity of the indicators for all samples examined using the IBM SPSS Statistics 22 application is declared valid, because all items have a calculated r that is greater than the r table.

Reliability Test

Reliability test is used to determine the consistency of measurement results. Item reliability can be determined if Cronbach's alpha is greater than 0.329. The following are the results of the reliability test for the variables Organizational Culture (X1), Organizational Commitment (X2), Employee Performance (Y):

Table 2. Reliability Test

Variable	Cronbach's Alpha	note
Organizational culture	0,887	Reliabel
Organizational Commitment	0,895	Reliabel
Employee performance	0,894	Reliabel

Source: SPSS Processed Data (2023)

Based on the table above, it can be seen that the value of the organizational culture variable (X1) is 0.787, the value of organizational commitment (X2) is 0.895, the value of employee performance (Y) is 0.894. From these results, the Cronbach's Alpha value is greater than 0.600 so it can be declared reliable.

Multiple Regression Analysis

The multiple regression equation can be seen from the B coefficient value in the following table:

Table 3. Regression Coefficient

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.565	3.841		.407	.686
Organizational culture	.557	.214	.446	2.603	.014
Organizational Commitment	.336	.164	.351	2.053	.048

Source: SPSS Processed Data (2023)

Based on the results of data processing in the table above, it can be seen that the regression equation is $Y = 1.565 + 0.557 X_1 + 0.336 X_2$

The equation above shows that all independent variables, namely organizational culture and organizational commitment, have a positive B_i coefficient, so it can be interpreted that if organizational culture and organizational commitment are improved, employee performance will increase, or all independent variables have an influence in the same direction as variable Y, namely employee performance. at PT. Tirtakencana Tatawarna Luwu

Partial Test (t Test)

Table 4. Results of Partial Test Analysis (t Test)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.565	3.841		.407	.686
Organizational culture	.557	.214	.446	2.603	.014
Organizational Commitment	.336	.164	.351	2.053	.048

Source: SPSS Processed Data (2023)

Based on the results of the coefficients table above, the results obtained are as follows:

1. The significance result of the organizational culture variable (X1) is 0.014, where this result is smaller than the significance level of 0.05 or $0.014 < 0.05$ and if seen from the tcount value of 2,603, it is greater than ttable 2,034 or $2,603 > 2,034$. So it can be concluded that there is an influence of organizational culture on employee performance at PT. Tirtakencana Tatawerna Luwu.

2. The significance result of the organizational commitment variable (X2) is 0.048, where this result is smaller than the significance level of 0.05 or $0.048 < 0.05$ and if seen from the tcount value of 2.053, it is greater than ttable 2.034 or $2.053 > 2.034$. So it can be concluded that there is an influence between organizational commitment on employee performance at PT. Tirtakencana Tatawerna Luwu.

Simultaneous Test (F Test)

Table 4. Simultaneous Test Analysis Results (F Test)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	150.485	2	75.242	20.267	.000 ^b
Residual	122.515	33	3.713		
Total	273.000	35			

Source: SPSS Processed Data (2023)

The F test is used to test the influence of the independent variables, namely organizational culture and organizational commitment, together on the dependent variable, namely employee performance. Based on the table above, the calculated f value for the organizational culture and organizational commitment variables simultaneously is $20,267 > f_{table}$, namely 3.28 and a significance of $0.000 < 0.05$, it can be concluded that organizational culture and organizational commitment simultaneously have a significant effect on employee performance variables at PT. Tirtakencana Tatawerna Luwu.

Coefficient of Determination Test

Table 5. Results of Determination Coefficient Values

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.742 ^a	.551	.524	1.927

a. Predictors: (Constant), Organizational Commitment,
Organizational Culture
Source: SPSS Processed Data (2023)

Based on the table above, an R^2 value of 0.551 is obtained. This explains that the contribution of organizational culture variables, organizational commitment to employee performance is 55.1% and the rest is influenced by other indicators which were not examined in the research.

4. Conclusion

Based on the results of research that has been completed, it can be concluded that: (1) organizational culture and organizational commitment simultaneously have a significant effect on employee performance at PT. Tirtakencana Tatawarna Luwu; (2) there is a significant influence between organizational culture on employee performance at PT. Tirtakencana Tatawarna Luwu; (3) there is a significant influence between organizational commitment and employee performance at PT. Tirtakencana Tatawarna Luwu

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