



## Influence Of Organizational Culture And Work Ethics On Employee Performance Transportation Department In Merangin Regency

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### ARTICLE INFORMATION

### ABSTRACT

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Employee performance can be influenced by many factors, as well as in the Merangin District Transportation Office. This research examines the existing organizational culture and employee work ethics on 30 employee performance honorary staff. This research also wants to see which variable has the most influence on employee performance. This study uses a survey method in which the population and sample in this study are the same sizes or saturated sampling. The analytical tool in this study is SPSS with Multiple Linear Regression. The results found that organizational culture and work ethic enhance employee performance simultaneously and partially. Meanwhile, the contribution value of the two dependent variables on the independent variable was 53.4%. Further research can continue by adding other variables or can use different methods such as qualitative or mixed methods.

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## INTRODUCTION

Merangin Regency Transportation Departement is a government agency in charge of implementing transportation policies for the Merangin Regency area. The Transportation Agency functions to straighten regional policies, technical policies in the transportation sector, governance including transportation, evaluation, and transportation reports. The lows work ethic of employees will affect the performance employees at work where ultimately results in employees being unable to achieve the realization according to their targets. Merangin Regency Transportation Service data based on 2019, target work, and realized of the Merangin Regency Transportation Service.

There are several indicators programs/activities unrealized from the set work targets, such as the Public Transport KIR Test program in terms of order and discipline for bus and truck terminal parking and the achievement of toll retribution from the target of 87%, only 75% are aware. The decrease in the level of community discipline in using public transportation. With the background of the problem raised, the researcher tries to study it by taking topics related to the title **“The Influence Of Organizational Culture And Work Ethics On Employee Performance Transportation Departement In Merangin Regency”**.

Based on the above background, to clarify the direction of the research, the formulation of this research problem is:

1. Does Organizational Culture have a partial effect on employee performance at the Merangin District Transportation Office?
2. Does the Work Ethic partially affect the performance of employees at the Merangin District Transportation Office?
3. Does the Organizational Culture and Work Ethic simultaneously influence the performance of employees at the Merangin District Transportation Office?

The objectives of this research are as follows:

1. To know the influence of Organizational Culture on employee performance in the

Department of Transportation in the Merangin Regency partially.

2. To determine the effect of work ethic on employee performance at the Merangin District Transportation Office partial.
3. To Know the Effect of Organizational Culture and Work Ethic on employee performance at the Merangin District Transportation Service Simultaneously.

## LITERATURE REVIEW

### Organizational Behavior Definition

Robbins and Coulter (2012) said: "A set of values, principles, traditions, and ways of working that are shared by members of the organization and influence the way they act."

### Organizational Culture Indicator

According to Robbins and Coulter research (2012), there are main role characters elements of organizational culture, namely:

1. Innovation and risk-taking: The level of motivation for employees not to innovate and to take risks.
2. Attention to detail: The instruction level of the employee to be able to demonstrate accuracy, analysis, and attention to detail.
3. Result orientation: The level notes on management to focus more rather than on the techniques and processes used to achieve those results.
4. Orientation towards individuals: The level of management decisions in considering the effects on individuals within the organization.
5. Team orientation: work activity level that is regulated in a team, not individually.
6. Aggressiveness: Judge people to be aggressive and competitive, and not relaxed.
7. Stability; Increase organizational activity in maintaining quo status versus growth.

### Work Ethics Definition

According to Sinamo (2011), work ethic is a set of positive work behaviors that are rooted in strong collaboration, fundamental beliefs, total commitment to an integral work paradigm. The term paradigm means the main concepts of work itself includes the underlying idealism, the principles that help, the values that drive, the attitudes from, the standards that can be achieved, including the main character, basic thoughts, code of

ethics, moral code, and code of conduct for its adherents.

### **Dimensions of Work Ethics**

According to Sinamo 2011, the indicators for measuring work ethic are as follows:

1. Work is a gift  
The work is intrinsically a blessing from God. Wages received by employees can meet the physical needs of employees.
2. Work is a mandate  
Work is a valuable deposit entrusted to us morally must properly work and responsibly.
3. Work is a vocation  
Work is a vocation that is by the calling of the soul to be able to work with integrity.
4. Work is an actualization.  
Work is a means for us to reach the highest human nature so that we will work hard with passion.
5. Work is worship  
Work is a form of devotion to God that directs itself to a great goal in service. This awareness will enable us to work sincerely, not for the sake of earning money or positions.
6. Work is an art  
This awareness will make us work with feelings of pleasure as doing hobbies.
7. Work is an honor  
Occupationally, the employer respects the ability of the employee so that someone is worthy of holding a position or carrying out the task.
8. Work is service  
Humans work not to fulfill their own needs but to serve, so they must perfectly and with humility.

### **Performance of Employee**

#### **Performance Definition**

Performance by to Mathis and Jackson (2012) explains what employees do or not.

#### **Performance Indicator**

Performance indicators are aspects of measure in performance appraisal. The

indicator performance measures by Mathis and Jackson (2012) are as follows:

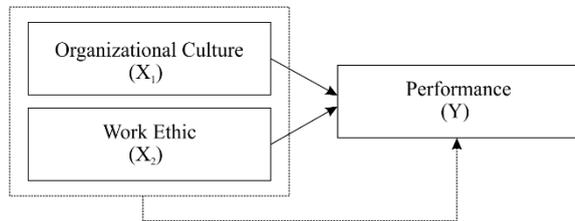
- a. Quantity  
Represents the amount generated, expressed in terms such as the number of units, the number of activity cycles that several employees and the number of activities generated
- b. Quality  
Work of work is obtaining from employees' perceptions of the quality of work produced and the perfection of tasks on employee skills and abilities.
- c. Punctuality  
Timeliness is measuring from employees' perceptions of an activity that materializes at the beginning of time until it becomes an output.
- d. Presence  
The presence of employees in the company when they come to work, come home from work, permit, or without information, all of which affect the employee's performance.
- e. This ability  
The ability to work together is the ability of a person in the workforce to cooperate with others in completing a predetermined task and job to achieve enormous utility and utility.
- f. Punctuality  
Timeliness is measuring from employees' perceptions of an activity that materializes at the beginning of time until it becomes an output.

### **The Influence of Organizational Culture on Performance**

According to Robbins (2012), the strength of organizational culture will produce a good organization. The assumption that a strong culture values are firmly and widely accepted among employees. The higher level of acceptance of employees to organizational values and the greater their commitment to these values and strengthen the organization culture

### **The Influence of Work Ethics on Performance**

Wirawan (2015) states that performance by several factors of employee behavior, namely work ethic, work discipline, and job satisfaction.



**Fig.1 Conceptual Framework**

Ket : ————— : influence partially  
 - - - - - : influence simultaneous

**Hypotheses Research**

The theoretical basis and framework, the hypotheses proposed in this study are:

1. H<sub>0</sub> : There is no partial influence of Organizational Culture on performance.  
 Ha : There is a partial influence of Organizational Culture on performance..
2. H<sub>0</sub> : There is no partial influence of Work Ethics on performance.  
 Ha : There is a partial influence of Work Ethics on performance.
3. H<sub>0</sub> : There is no simultaneously influence of Organizational Culture and Work Ethics on performance.  
 Ha : There is simultaneously influence of Organizational Culture and Work Ethics on performance.

**RESEARCH METHODS**

**Research Methods**

This research is a descriptive study with a quantitative approach. The descriptive studies usually are a description of a problem, situation, or event at the time of disclosing facts. by testing the hypothesis through measuring variables with instruments quantified with a Likert scale. Hypothesis testing is to prove the influence of the variables on other variables, also to see influenced the relationship.

**Population and Sample**

As for the population in this study are Civil Servants at the Department of Transportation, Merangin Regency. There are 36 Civil Servants in the Merangin Regency Transportation Service. The sampling method used is a saturated sample with the term census, the number of samples taken from a population of 36. So the number of this study using 36 respondents.

The data technique used a survey method with a questionnaire as a research instrument. The data analysis with descriptive analysis, validity test, reliability test, and classical assumptions were carried out including data normality, linearity, heteroscedasticity, multicollinearity, and multiple linear regression tests.

**RESULT**

**Quantitative Analysis Methods**

Researchers analyzed data using multiple linear regression methods.

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

Following of Table 1 the results of the t-test (partial test) of this study:

**Table 1  
T-test Result (partial)**

Model	Coefficients <sup>a</sup>			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	-4,209	7,260		-0,580	0,566
1 Budaya Organisai (X1)	0,456	0,132	0,491	3,443	0,002
Etos Kerja (X2)	0,295	0,126	0,333	2,335	0,026

a. Dependent Variable: Kinerja Pegawai (Y)

Source : Primary Data (2020)

Based on the results obtained as shown in the table above, a multiple linear regression equation this research is :

The regression equation shows that the constant value is -4.209. It assumed that there is no Organizational Culture and Work Ethic, then the performance variable will still be -4.209. The Organizational Culture Regression Coefficient is worth 0.456, so for every addition of 1 unit of organizational culture, its performance will increase or increase by 0.456 units.

The results of this study state that based on the first hypothesis, namely the Influence of Organizational Culture on the Performance of t

result  $3.443 > t$  table 2.035, then  $H_0$  is rejected  $H_a$  is accepted. So that the hypothesis which says there is an influence of organizational culture on employee performance is partially accepted a positive regression coefficient (+) of 0.456 indicates a unidirectional relationship, meaning that when the Organizational Culture increases, performance will also increase. The work ethic variable affects employee performance. From the t result  $2.335 > 2.035$  t table, so  $H_0$  is rejected  $H_a$  is accepted. So that the hypothesis that says there is an influence of work ethic on employee performance is partially accepted. And the positive regression coefficient (+) is 0.295 indicates a unidirectional relationship, meaning that when the Work Ethic increases, performance will also increase.

Table 2 F-Test Results (Simultaneous Test) of this study :

**Table 2.**  
**F-Test Result (simultaneous)**  
**ANOVA<sup>a</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	450,170	2	225,085	18,920	0,000 <sup>b</sup>
Residual	392,580	33	11,896		
Total	842,750	35			

a. Dependent Variable: Total\_Y

b. Predictors: (Constant), Total\_X2, Total\_X1

Source : Primary Data (2020)

The results of this study state that based on the first hypothesis, namely the Influence of Organizational Culture on the Performance of t result  $3.443 > t$  table 2.035, then  $H_0$  is rejected  $H_a$  is accepted. There is an influence of organizational culture on employee performance partially and have a positive regression coefficient (+) 0.456. And F result  $> F$ table (18,920  $> 3.28$ ) with this significance ( $0.000 < 0.05$ ). The calculation concludes that the variables of Organizational Culture (X1), Work Ethic (X2) simultaneously affect Employee Workforce Variable (Y).

This research has similar to a previous study Dhika Permana Putra (2018) with the title "The Influence of Organizational Culture and Work Ethics on Employee Performance in the West Bekasi District

Office." This study it is known that the variable of organizational and organizational culture as a whole has an effect of 73.2% on the performance of employees at the Merangin District Transportation Office, while the remaining 26.8% is from other variables not examined.

## SUMMARY

The practical implication of this research is to improve the performance of employees Transportation Office in the Merangin Regency. That is necessary to improve work ethics by services such as controlling public transportation so that it is more disciplined. Another factor that must be considering to Organizational Culture is innovation and decision to be conditional to the

interests and objectives of the organization. With this, employees who have high initiative and responsibility will reduce the risk of failure to improve the performance of transportation services at DISHUB Merangin Regency.

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