

Effect of Organizational Culture and Competence on Employee Performance at PT Banjar Sari Pribumi Lahat

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Abstract

Human resources are the main assets that play a role in utilizing all existing economic resources in the organization. The problem with organizational culture is that there are still employees of PT Banjarsari Pribumi Lahat who are less responsible for the tasks assigned to them, such as ignoring tasks or procrastinating work when the employee is given the task of repairing damaged mining equipment. The selection of quantitative methods with a descriptive approach is based on research that wants to know how much influence competence and organizational culture have on the performance of PT Banjarsari Pribumi Lahat employees. The importance of the company to determine the influence of Competence and Organizational Culture in influencing employee performance. The purpose of the study was to determine the effect of competence and organizational culture on the performance of PT BanjarSari Pribumi Lahat employees. Also, to determine the effect of competence on the performance of employees of PT Banjarsari Indigenous Lahat. In addition, through this research, it is hoped that researchers can contribute and provide additional literature on the Effect of Competence and Work Culture on Performance.

Keywords

organizational culture;
competence; employee
performance



I. Introduction

Human resources are the main assets that play a role in utilizing all existing economic resources in the organization (Afandi, 2018; Bali, 2022; Yusup, 2021). Human resources are an essential factor for every organization or company because, without human resources, the goals and objectives of an organization or company will not be achieved as planned. Human resources are not only seen as elements of production but also as humans who have emotions and personalities that can be used as a force to move an organization or company (Ramadhan, 2019).

The shift in the role of human resources from mere complements to human resources that already have a strategic role contributes to determining the organization's future. Human resources contribute to determining the future of the organization through a practical orientation. This means that not only supervision, direction, and control are needed, but also development, creativity, flexibility, and collective management (coordination) (Sumual, 2015).

Every organization is formed to be able to achieve its goals. To achieve organizational goals, quality and high-performance human resources are needed (Suriyanto, 2021). In

addition, they are also expected to be able to clearly define the vision and mission of the organization, be able to read the direction of globalization, and translate it into

various strategies to accelerate the achievement of organizational goals (Sinaga and Priyo jadmiko, 2020). Quality performance and success in achieving its goals can be influenced by factors originating from within the organization, such as organizational culture and competencies that are under the ability of employees to complete their duties and responsibilities to produce quality performance (Hartini, 2021; Laoli & Ndraha, 2022). ; Septiani, 2017; Wibowo.

To be able to complete work in specific work fields, adequate competence is needed. The competencies possessed by these employees must be able to support the implementation of organizational strategies and be able to support any changes made by the leadership to deal with environmental changes that occur. Competence can affect the increased employee performance if the employee has good competence in the form of a professional attitude such as the establishment of a cooperative relationship with colleagues in completing a job to get maximum results and be able to become an employee who can be reliable.

The competencies possessed by these employees must be able to support the implementation of organizational strategies and be able to support any changes made by the leadership to deal with environmental changes that occur. Competence can affect the increase in employee performance if the employee has good competence in the form of a professional attitude such as the establishment of a cooperative relationship with colleagues in completing a job to get maximum results and be able to become a reliable employee, according to "Spencer in Moeheriono (2012). Competence is a primary characteristic of a person related to the effectiveness of individual performance in his work or individual characteristics that have a casual or causal relationship with criteria that are used as a reference, effective or superior excellent performance in the workplace in certain situations. Competence is the ability to carry out or perform a job or task based on skills and knowledge. It is supported by the work attitude demanded by the job (Yasin, 2020). Employee competencies include knowledge and skills 1) the attitude is adjusted to the field of work required by the company to produce outstanding employee performance.

Apart from good competence, other factors can accelerate the implementation of the goals of a company, namely Organizational Culture. Organizational culture has a significant role in efforts to achieve organizational goals because it is a habit that occurs in the organizational hierarchy that represents behavioral norms followed by members of the organization's employees (Susilowati and Nukhilizah 2016). Organizational culture can improve employee performance if employees have a sense of responsibility for the tasks entrusted to them. There is always encouragement from a leader to motivate employees to carry out their duties (Wardani, Mukzam, and Mayowan, 2016). On the other hand, organizational culture can reduce employee performance when employees neglect their work. There is no appreciation from the leadership for employees who have carried out their duties well. Hence, employees are not enthusiastic about working.

Organizational culture in an organization is usually associated with values, norms, attitudes, and work ethics shared by each component of the organization. These elements form the basis for monitoring employee behavior and how they think, cooperate and interact with their environment (Dunan et al., 2020; Idayati, Irma, and Asparingga, 2017). If the organizational culture is good, it can improve employee performance. It will be able to provide success in the organization. The culture in an organization reflects the appearance of the organization or how the organization is seen by people outside it. Organizations that have a positive culture will show a positive image as well, and vice versa; if the organizational culture does not work well, it will give a negative image of the organization (Wibowo, 2010).

Organizational Culture Culture is a pattern of human activity that is systematically passed down from generation to generation through various learning processes to create a particular way of life that is best suited to the environment (Wibowo, 2010). Organizational culture is the values, norms, beliefs, assumptions, organizational habits and philosophies, and so on, which are the core of the content of organizational culture developed by the initiators, leaders, and members of the organization in the long term, which is then socialized to new members and implemented in activities. Day-to-day activities of the organization, in turn, can influence the patterns of thinking, behavior, and attitudes of members of the organization (Wirawan in Syam, 2017).

Based on the results of research conducted at PT Banjarsari Pribumi Lahat, which is located at Jalan Banjarsari, East Merapi District, Lahat Regency, South Sumatra, which is one of the subsidiaries of the TITAN Group having its address in Serpong.

Tangerang is engaged in coal mining. It was found that employee performance decreased due to organizational culture and competence. The phenomenon of problems that occur in employee performance is that there are still employees who are not on time to complete their work. For example, there are still many employees who procrastinate on the work given by their superiors and choose to relax rather than finish their work. Then some employees are not present every working day, such as employees who are not present at work briefings.

Furthermore, the problem with organizational culture is that there are still PT Banjarsari Pribumi Lahat employees who are less responsible for the tasks assigned to them, such as ignoring tasks or procrastinating when they employee is given the task of repairing damaged mining equipment. Then the lack of leadership attention to work as an encouragement for employees who have carried out their work, such as giving awards in the form of compensation. While the phenomenon of competence is the lack of cooperation between employees in doing work, for example, when completing mining equipment repair work together, only a few people do it while others do not work, causing an uncomfortable atmosphere in the work environment.

Based on the description of the background above, given the importance of the company in determining the influence of Competence and Organizational Culture in influencing employee performance, the authors are interested in conducting research whose results are poured into the form of a scientific proposal entitled "The Effect of Competence and Work Culture on Employee Performance at PT Banjarsari Pribumi Lahat."

The purpose of researching the influence of competence and organizational culture on employee performance will be explained to determine the effect of competence and organizational culture on the performance of employees of PT BanjarSari Pribumi Lahat. Also, to determine the effect of competence on the performance of employees of PT Banjarsari Indigenous Lahat. As well as to determine the influence of organizational culture on the performance of employees of PT. Banjarsari Indigenous Lahat

The author hopes that this research can contribute and can provide additional literature on the Influence of Competence and Work Culture on Performance. PT Banjarsari Indigenous Lahat is a company engaged in coal mining. The address is Jalan Colonel Barlian No. 3 Bandar Jaya, Lahat, Lahat Regency, South Sumatra. The company was founded in 1992 and started operating in 1994. This indigenous Banjarsari company will also plan a mining activity with an open pit mining system. The Lahat Indigenous Banjarsari Company is one of the largest companies in the Lahat Regency, with 200 skilled employees. In their respective fields.

PT Banjarsari Pribumi Lahat is also a subsidiary of the Titan Group in Serpong. The Titan Group company itself is a private company that is currently one of the companies that has very rapid business development. The various kinds of businesses that exist in the Titan

Group company include mining and energy, property and community development business meters. In dealing with the coal mining sector, the Titan Group Company cooperates with PT Manggala Usaha Manunggal (MUM) in its management.

Competence according to Dessler (2017) is a personal characteristic that can be demonstrated such as knowledge, skills and personal behavior such as leadership. Wibowo (2016) states that competence is an ability to carry out or perform a job or task based on skills and knowledge and is supported by the work attitude required by the job. According to Edison (2017) competence is an individual's ability to carry out a job correctly and has advantages based on matters relating to knowledge (Knowledge), skills (Skills), and attitudes (attitude).

According to Wibowo (2016), competence is an ability to carry out work or tasks based on skills and knowledge and is supported by the work attitude required by the job. According to (Spencer and Spencer, 2014) competence is the character of attitudes and behavior, or individual willingness and ability that is relatively stable when dealing with situations and workplaces that are formed from synergies between character, self-concept, internal motivation, and conceptual knowledge capacity.

II. Research Method

Methods are basically a scientific way to obtain data with specific purposes and uses (Sugiyono, 2017). In this study, the method used is quantitative with a descriptive approach. The descriptive approach according to Sugiyono (2017) is a research method carried out to determine the existence of independent variables, either only on one or more variables (independent or independent variables) without making comparisons of the variables themselves and looking for relationships with other variables. The selection of quantitative methods with a descriptive approach is based on research that wants to know how much influence competence and organizational culture have on the performance of PT Banjarsari Pribumi Lahat employees.

The object of research is something that will be researched for certain purposes that can be used to conclude (Arikunto, 2018). This research was conducted at PT Banjarsari Pribumi, which is a company engaged in coal mining which is located at Jln. Banjarsari, East Merapi, Lahat, South Sumatra. By using the independent variables work conflict and work stress, the dependent variable is employee performance. The reason the author chooses the object of research at PT Banjarsari Pribumi Lahat is that in that company, there is a phenomenon. It is worth researching to see how much influence compensation and work culture in the company have on the performance of employees in the company.

This research was conducted at PT Banjarsari Pribumi Lahat, located at Jalan Colonel Barlian No. 3 Bandar Jaya, Lahat, Lahat Regency, South Sumatra. The time used by the author to carry out research at PT Banjarsari Indigenous Lahat. The time of this research was carried out from January to March 2022.



Figure 1. Mine Site

Location: PT Banjarsari Pribumi Lahat

This study only discusses competence and organizational culture on employee performance at PT Banjarsari Pribumi Lahat. Also, the author wants to know how much influence competence and work culture have on the performance of employees at PT Banjarsari Indigenous Lahat. In this study, the author uses 1 type of quantitative data, with a descriptive approach. The explanation is as follows in this study. According to Sugiyono (2017), Quantitative data is defined as a research method based on the philosophy of positivism that is used to examine specific populations or samples, data collection using research instruments, and quantitative or statistical data analysis to test predetermined hypotheses. In this case, the quantitative data obtained for this research is the answer to the employees.

PT Banjarsari Indigenous Lahat on competence and organizational culture. The data source used by the author in this study is a data source with primary data types. Primary data is data that is directly collected by the author. The source of the data is called the respondent, namely, the person who responds to or answers the researcher's questions, both written and oral questions (Abdullah, 2015). The data obtained by the author is through a questionnaire created using google form and distributed through the distribution questionnaire paper directly to the employees of PT Banjarsari Pribumi Lahat.

Data collection techniques in this study used a questionnaire (questionnaire). According to Sugiyono (2017), a questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. The measurement of the data in this study is the Likert scale. According to Sugiyono (2017), the Likert scale measures attitudes, opinions, and perceptions of a person or group of social phenomena. For the quantitative analysis of this study, the researchers gave 5 (five) alternative answers to respondents for each variable using a scale of 1 to 5.

Table 1. Instruments Linkert

Scale	Choice	Explanation
1	STS	Strongly Disagree
2	TS	Disagree

3	CS	Neutral
4	S	Agree
5	SS	Strongly Agree

According to Sujarweni (2015), the population is the total number consisting of objects or subjects that have specific characteristics and qualities determined by researchers to be studied and then drawn conclusions. The population in this study amounted to 200 employees at PT. Banjarsari Indigenous in Lahat district.

The sample, according to Sugiyono (2015), is part of the number and characteristics possessed by the population. Furthermore, Arikunto (2016), if the subjects studied are less than 100, it is better to take all of them until the research is a population study, whereas if the number of subjects is more than 100.

III. Discussion

Respondents in this study were all employees at PT Banjarsari Pribumi Lahat Regency with a population of 200 respondents, and the number of samples used was 67 respondents. In this study, it has characteristics based on gender, age and recent education of the employees of PT Banjarsari Pribumi Lahat.

Photographic Evidence of Activity Results



Figure 2. Mine Locations



Figure 3. Mine Locations

PT Banjarsari Pribumi Lahat is a company engaged in coal mining. The address is Jalan Colonel Barlian No. 3 Bandar Jaya, Lahat, Lahat Regency, South Sumatra. This company was founded in 1992 and started operating in 1994. This indigenous Banjarsari company will also plan a mining activity with an open pit mining system and the Lahat Indigenous Banjarsari Company is one of the largest companies in Lahat Regency which has a total of 200 employees. experts in their respective fields. PT Banjarsari Pribumi Lahat is also a subsidiary of the Titan Group in Serpong.

The Titan Group company itself is a private company which is currently one of the companies that has very rapid business development. The various kinds of businesses that exist in the Titan Group company include mining and energy, property and community development business meters. In dealing with coal mining, the Titan Group Company cooperates with PT Manggala Usaha Manunggal (MUM) in its management.

Respondents in this study were all employees at PT Banjarsari Pribumi Lahat Regency with a total of 200 employees. In this study, the characteristics are based on gender, age and the latest education of the employees of PT Banjarsari Pribumi Lahat. The explanation of the characteristics of the respondents will be explained based on the tables below:

Based on the results of the research at PT Banjarsari Pribumi, the gender characteristics are obtained as described in the table below:

Table 2. Grouping of Respondents Based on Gender

Gender	Frequency	Percentage
Male Male	180	80%
Female	20	20%
Total	200	100%

Source: Primary Data, 20

Based on the table above, it can be seen that there are more male respondents than female respondents, as many as 180 male employees with a percentage of 90% and 20 female employees with a percentage of 10%. This shows that employees at PT Banjarsari Pribumi Lahat are dominated by male employees.

Based on the results of research that has been carried out at PT Banjarsari Pribumi Lahat, the characteristics of respondents based on age are as described in the table below:

Table 3. Grouping of Respondents Based on Age

Age	Frequency	Percentage
< 20	30	20%
25 -30	90	45%
< 30	60	30 %
>60	20	5%
Total	200	100%

Source: Primary Data,20

Based on the table above, it can be seen that respondents aged < 20 years amounted to 30 employees with a percentage of 20%, aged 25 -30 years amounted to 90 employees with a percentage of 45%, age > 30 years old, there are 60 employees with a percentage of 30% and age > 60 years, there are 20 employees with a percentage of 5%. This shows that the age of employees of PT Banjarsari Pribumi 43 Lahat classified by the author is almost balanced and slightly more employees are aged 25-30 years.

Based on the results of research at PT Banjarsari Pribumi Lahat that has been carried out, the characteristics of respondents based on education are obtained as shown in the table below:

Table 4. Grouping of Respondents Based on Educational

Education	Percentage	Frequency
SMA/SMK	120	80%
DIPLOMA	50	15%
GRADUATE	20	5%
TOTAL	200	100%

Source: Primary Data,20

Based on the table above, it can be seen that respondents with high school/vocational education totaled 180 employees with a percentage of 80%, respondents with Diploma education amounted to 50 employees with a percentage of 15% and respondents with undergraduate education amounted to 30 employees with a percentage 5% so it can be concluded that PT Banjarsari Pribumi Lahat has the majority of employees with high school / vocational education.

Validity test is used to measure whether the questionnaire is valid or not. An instrument is declared valid if $r_{count} > r_{table}$. With an error rate of 5% or 0.05 (Ghozali, 2016). This study has a number of respondents (N) is 67 employees and to find the r_{table} then use the formula $(N-2) = 67-2$ which is 65, which is obtained r table of 0.2369.

Basis for Decision Making:

Significant test is done by comparing the calculated r-value with r table. if $r_{count} > r_{table}$ and is positive. Then the variable is valid
 if $r_{count} < r_{table}$, then the variable is not valid.

Table 5. Competency Validity Test Results

Variable Name	Item	Recount R	r table	Description
COMPETENCY (X1)	X.1.1	0.384	0.2369	Valid
	X.1.2	0.2369	0.809	Valid
	X.1.3	0.707	0.2369	Valid
	X.1.4	0.886	0.2369	Valid
	X.1.5	0.720	0.2369	Valid

Based on the validity test table above, it can be seen that the statement items from the competency variable (X1), which amounted to 5 questions were asked to 67 respondents were declared valid. This is evidenced by the value of $r_{count} > r_{table}$ as a whole. The research data must be valid as a whole because valid data makes the data that has been collected according to the variables studied can be trusted for the truth of the information and can proceed to the next test, whereas if the data on invalid variables will make the data that has been collected doubtful.

Table 6. Organizational Culture Validity Test Results

Variable Name	Item	Account	Rtable	Description
ORGANIZATIONAL CULTURE (X2)	X.2.1	0.753	0.2369	Valid
	X.2.2	0.736	0.2369	Valid
	X.2.3	0.688	0.2369	Valid
	X.2.4	0.790	0.2369	Valid
	X.2.5	0.483	0.2369	Valid

Source: Data processed by SPSS 24, 2021

Based on the Validity test table above, it can be seen that the statement items from the competency variable (X2) which amounted to 5 questions were asked to 67 respondents were declared valid. This is evidenced by the value of $r_{count} > r_{table}$ as a whole. Research data must be valid as a whole because valid data makes the data that has been collected according to the variables studied can be trusted for the truth of the information and can proceed to the next

test, whereas if the data of the variables are not valid it will create doubts on the data that has been collected.

Table 7. Test Results of Employee Performance Validity

Name	Item	Account	Rtable	Description
Employee Performance (Y)	Y.1.1	0.719	0.2369	Valid
	Y.1.2	0.637	0.2369	Valid
	Y.1.3	0.721	0.2369	Valid
	Y.1.4	0.2369	0.586	Valid
	Y.1.5	0.696	0.2369	Valid

Based on the validity test table above, it can be seen that the statement items from the competency variable (Y) which amounted to 5 questions were asked to 67 respondents were declared valid. This is evidenced by the value of $r_{count} > r_{table}$ as a whole. Research data must be valid as a whole because valid data makes the data that has been collected according to the variables studied can be trusted for the truth of the information and can proceed to the next test, whereas if the data of the variables are not valid it will create doubts on the data that has been collected.

A questionnaire is said to be reliable or reliable if a person's answer to a question is consistent or stable over time. Ghozali (2016) states that a construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.60 .

Table 8. Test Results

Statistical Reliability	
Alpha	N of Items
0.744	5

Source: Data processed by SPSS 24, 2022

Based on the reliability test table above, it can be seen that the question items from the competency variable (X1), which amounted to 5 questions were asked to 67 respondents were declared reliable, because the value of Cronbach's Alpha > 0.60 is in accordance with the predetermined measurement value. This is evidenced by the value of the competence variable of $0.744 > 0.60$. Research data must be reliable as a whole because research is considered reliable and reliable if it provides a consistent reliable value for the same measurement, whereas if it is not reliable, it will make the consistent value that becomes the benchmark problematic and the validity of the research data becomes doubtful.

Table 9. Organizational Culture Reliability Test Results

Statistical Reliability	
Cronbach's Alpha	N of Items
0.731	5

Source: Data processed by SPSS 24, 2022

Based on the reliability test table above, it can be seen that the question items from the Organizational Culture variable (X2) which amounted to 5 questions were asked to 67 respondents stated reliable, because the value of Cronbach's Alpha > 0.60 corresponds to the measurement value that has been determined. This is evidenced by the competency variable value of $0.731 > 0.60$. Research data must be reliable as a whole because research is considered reliable and reliable if it provides a consistent reliable value for the same measurement, whereas if it is not reliable, it will make the consistent value that becomes the benchmark problematic and the validity of the research data becomes doubtful.

Table 10. Employee Performance Reliability Test Results

Statistical Reliability	
Cronbach's Alpha	N of Items
0.731	5

Source: Data processed by SPSS 24, 2022

Based on the reliability test table above, it can be seen that the question items from the Employee Performance variable (Y) which amounted to 5 questions were asked to 67 respondents stated reliable, because the value of Cronbach's Alpha > 0.60 corresponds to the measurement value that has been determined. This is evidenced by the competency variable value of $0.731 > 0.60$. Research data must be reliable as a whole because research is considered reliable and reliable if it provides a consistent reliable value for the same measurement, whereas if it is not reliable, it will make the consistent value that becomes the benchmark problematic and the validity of the research data becomes doubtful.

Normality test aims to determine whether each variable is normally distributed or not. The normality test is needed because to perform tests of other variables by assuming that the residual value follows a normal distribution.

The influence for each independent variable and dependent variable is as follows:

1. Competence

The statistical results of the t-test for the competency variable can be obtained the resulting value is equal to $t_{count} 0.363 < t_{table} 1.99$ with a significant level of $0.718 > 0.05$. It can be concluded that H_0 is accepted, H_1 is rejected or the hypothesis of the influence of competence on the performance of employees of PT Banjarsari Pribumi Lahat there is no significant effect between the variables of competence on the performance of employees of PT Banjarsari Pribumi Lahat.

2. Organizational Culture

The statistical results of the t-test for the perception variable of Organizational Culture can be obtained that the resulting value is count $3,178 > t_{table} 1.99$ with a significant level of $0.002 < 0.05$, it can be concluded that H_0 is rejected, H_1 is accepted or the Hypothesis of the Effect of Organizational Culture on the performance of employees of PT Banjarsari Indigenous Lahat there is an influence between the variables of Organizational Culture on an agency company or organization will run well if its human resources have good abilities in doing a job within the company or organization. According to Gozali (2016), Human Resource Management is an activity that must be carried out by organizations, so that their knowledge, abilities, so that their skills are in accordance with the demands of the work they do. The results of the research on the identity characteristics of respondents based on gender concluded that at PT Banjarsari Pribumi Lahat the majority of employees were male, which were 180 employees or 90%, while female employees were only 20 employees or 10% of the total number of employees, namely 200 people. Characteristics based on age are 30

employees aged < 20 years with a percentage of 30%, age 25-30 years are 90 employees with a percentage of 45%, age > 30 years are 60 employees with a percentage of 30% and age > 60 years are 20 employees with a percentage of 5%. This shows that the age of the employees of PT Banjarsari Pribumi Lahat classified by the author is almost balanced and slightly more employees are aged 25-30 years. Characteristics based on employee education are explained as follows: respondents with SMA/SMK education are 180 employees with a percentage of 80%, respondents with Diploma education are 50 employees with a percentage of 15% and respondents with undergraduate education are 30 employees with a percentage of 5% PT Banjarsari Pribumi Lahat It has a majority of employees with high school/vocational education.

The influence of competence on the performance of employees of PT Banjarsari Pribumi Lahat Based on the results of research on the effect of competence on employee performance based on the results of the t-test partially stated that the sig value for the influence of competence on employee performance was $0.718 > 0.05$ and count $0.363 <$ table 1.99. According to Yani in Syardiansyah (2020) performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skill, experience and sincerity as well as time. This means that in work contains elements of the standard that achievement must be met, so, for those who reach the standards set means good performance (Wahjudewanti, 2021). It can be concluded that H_0 is accepted, H_1 is rejected or the hypothesis of the influence of competence on employee performance

PT Banjarsari Indigenous Lahat there is no significant effect between the variables of competence on the performance of employees of PT Banjarsari Pribumi Lahat. The Influence of Organizational Culture on Employee Performance at PT Banjarsari Pribumi Lahat Based on the test results, the influence of Organizational Culture on employee performance showed a significant value on the t-test of $0.002 < 0.05$ and the t-test value of $3.178 >$ table 1.99. It can be concluded that H_0 is rejected, H_1 is accepted or the hypothesis of the influence of work stress on the performance of employees of PT Banjarsari Pribumi Lahat there is an influence between the variables of Work Motivation on Employee Performance or there is a significant influence between Organizational Culture on the performance of PT Banjarsari Pribumi Lahat employees. The Influence of Competence and Organizational Culture on Employee Performance at PT Banjarsari Pribumi Lahat In this study, Competence and Organizational Culture have an influence on employee performance. Based on the results of the F test research, it shows that the influence of Competence (X_1) and Organizational Culture (X_2) simultaneously on Karaywan Performance (Y) is calculated as F value $5.694 >$ $F_{table} 3.14$ with a significant value of $0.005 < 0.05$ so it can be concluded that simultaneously there is an influence of competence and organizational culture on the performance of employees of PT Banjarsari Pribumi Lahat.

IV. Conclusion

Based on the results of this study regarding the influence of competence and work culture on the performance of employees of PT Banjarsari Pribumi Lahat, the following conclusions can be drawn:

1. The effect of competence on employee performance based on the results of the t-test partially states that the sig value for the influence of competence on employee performance is $0.718 > 0.05$ and the count value is $0.363 <$ table 1.99. It can be concluded that H_0 is accepted, H_1 is rejected or the hypothesis of the influence of competence on the performance of employees of PT Banjarsari Pribumi Lahat there is no significant effect between the variables of competence on the performance of employees of PT Banjarsari Pribumi Lahat.

2. The influence of organizational culture on employee performance shows a significant value on the t-test of $0.002 < 0.05$ and the t-test value of $3.178 > t\text{-table } 1.99$. It can be concluded that H_0 is rejected, H_1 is accepted or the Hypothesis of the Effect of Organizational Culture on the performance of employees of PT Banjarsari Pribumi Lahat there is an influence between the variables of Organizational Culture on Employee Performance or there is a significant influence between the variables of Organizational Culture on the performance of employees of PT Banjarsari Pribumi Lahat.
3. In this study, competence and organizational culture have an influence on employee performance. Based on the results of the F test research, it shows that the influence of Competence (X1) and Organizational Culture (X2) simultaneously on Karaywan Performance (Y) is calculated as F value $5.694 > F_{\text{table}} 3.14$ with a significant value of $0.005 < 0.05$ so it can be concluded that simultaneously there is an influence of competence and organizational culture on the performance of employees of PT Banjarsari Pribumi Lahat.

Based on the results of research on the influence of Competence and Organizational Culture on the performance of PT Banjarsari Pribumi Lahat employees, the authors provide suggestions that can be taken into consideration which will be explained as follows:

Employee competence in order to improve employee performance that needs attention is that employees have skills in completing work.

1. Organizational culture that needs attention from the leadership so that employees feel satisfied and have the expected performance. So what needs to be considered is that in carrying out the work, employees agree to be people-oriented, or by paying attention to the interests of people/members.
2. To improve employee performance, what needs to be considered is that employees must always feel comfortable when carrying out any work, especially by providing various adequate facilities.
3. This research can be used as a reference for further researchers. For further researchers, it is expected to develop other variables besides the variables studied at this time in order to obtain a better explanation

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