

The Influence of Organizational Culture and Job Satisfaction on STT Employee Performance Rénatus Siantar

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Abstract

The Influence of Organizational Culture, Job Satisfaction on Employee Performance at STT Rénatus Siantar. This study aims to identify and examine the influence of (1) organizational culture on the performance of STT Rénatus Siantar employees; (2) the effect of job satisfaction on the performance of STT Rénatus Siantar employees; (3) the influence of organizational culture and job satisfaction together on the performance of STT Rénatus Siantar. The research method uses expos facto type. The research subjects consisted of 30 employees (employees) at STT Rénatus Siantar, the data collection instrument consisted of a questionnaire with a Likert scale. The test results show: (1) the employee performance questionnaire contains 27 valid items with a reliability of 0.900, (2) an organizational culture questionnaire contains 26 valid items with a reliability of 0.929; (3) the job satisfaction questionnaire contains 25 valid items with a reliability of 0.928. Based on the results of testing the hypothesis, it was found that there was a positive and significant influence of organizational culture on employee performance (0.233 with thit. 8.379.) There was a significant positive effect of job satisfaction on employee performance 0.264 thit. 9.160, the results of the study also found, the tendency of organizational culture, job satisfaction is quite good. This study also found the influence of organizational culture and job satisfaction together on employee performance at FHit = 105.085 with the equation $Y = 0.429 X1 + 0.396 X2 + 6.292$. Based on the findings of this study, it is recommended to improve employee performance in order to consider organizational culture and employee job satisfaction

Keywords

Organizational culture;
decisions; performance.



I. Introduction

Hasibuan (2003: 4) argues that performance is a work result achieved by a person in carrying out the tasks assigned to him, Purba (2019: 12) suggests performance is an activity carried out to be carried out, Robbins, (2017: 16) suggests that performance is influenced by factors of ability (ability), motivation and opportunity, Parmono (2014) suggests that performance can be influenced by internal and external factors, where internal factors are in the form of motivation, stress, satisfaction, while external factors can be in the form of organizational culture, organizational climate, leadership or friend relations colleagues, Colquitt (2011) suggests job satisfaction is a reflection of how someone feels about the work we do, what we think about. Based on the explanation of organizational culture, job satisfaction and employee performance above, then the writer is interested in conducting research on employee performance, so the writer raises the title: "The Influence Of Organizational Culture And Job Satisfaction On Employee Performance Stt. Rénatus Siantar".

1.2 Formulation of the Problem

Based on the description above, the problem in this study can be formulated as follows:

1. Is there a positive and significant influence of organizational culture on employee performance?
2. Is there a positive and significant effect of job satisfaction on the performance of STT Renatus Siantar employees?
3. Is there an influence of organizational culture and job satisfaction together on the performance of STT Renatus Siantar employees?

II. Research Method

This research method uses a quantitative research method of the *expos facto* type as research subjects 30 employees at STT Renatus Siantar, the data collection instrument is a questionnaire that has been tested for validity with the *prodak* moment correlation formula and reliability with the Alfa *crounbeck* formula, before testing the hypothesis, testing is done first requirements analysis with normality test, and linear regression line equation test.

III. Result and Discussion

3.1 Research Variable Descriptive Analysis

In this study descriptive analysis was carried out to describe and find out the views of respondents about the research variables from the data that had been collected. From the data that has been collected and the results of observations made, the views of the respondents regarding the Influence of Organizational Culture and Job Satisfaction on the Performance of STT Employees. Renatus Siantar can be described in this study.

a. Descriptive Organizational Culture Variables (X1)

Based on sample data with 30 respondents, then the results of the descriptive analysis of respondents' views on organizational culture variables are as follows.

Table 1. Descriptive Test Organizational Culture Variable (X1)

range	Observation Frequency	Relative Frequency (%)	Trend Level
>39	5	15.56	Very good
35-39	4	12,22	Good
28-34	16	53,33	Pretty good
<28	5	18.89	Not good
Amount	30	100	

Source: 2023 Research Data Processing Results

Based on table 4.4 aboveshow that out of 30 respondents there are 16 respondents (53.33%) stated that the current organizational culture is in a fairly good trend. From the statement above it can be concluded that the views of respondents about organizational culture at the STT Office. Renatus Siantar in quite good category.

b. Job Satisfaction Variable (X2)

Based on sample data with 30 respondents, then the results of the descriptive analysis of the respondents' views on the variable job satisfaction are as follows.

Table 2. Descriptive Test Job Satisfaction Variable (X2)

range	Observation Frequency	Relative Frequency (%)	Trend Level
>42	3	10,00	Very good
37-42	8	26,67	Good
29-36	11	37,78	Pretty good
<29	8	25,56	Not good
Amount	30	100	

Source: 2023 Research Data Processing Results

Based on table 4.5 above shows that out of 30 respondents there are 11 respondents (37.78%) stating that job satisfaction is currently ongoing at a fairly good trend level. From the statement above it can be concluded that the views of respondents about job satisfaction at the STT Office. Renus Siantar in quite good category.

c. Performance Variable (Y)

Based on sample data with 30 respondents, then the results of the descriptive analysis of the respondents' views on the performance variable are as follows.

Table 3. Descriptive Test Performance Variable (Y)

range	Observation Frequency	Relative Frequency (%)	Trend Level
>39	4	13,33	Very good
35-39	10	34,44	Good
28-34	4	13,33	Pretty good
<28	12	38,89	Not good
Amount	30	100	

Source: 2023 Research Data Processing Results

Based on table 4.6 above shows that out of 30 respondents there are 12 respondents (38.89%) stating that the ongoing employee performance is currently at a fairly good trend level. From the statement above it can be concluded that the views of respondents about employee performance at the STT Office. Renus Siantar in quite good category.

3.2 Research Data Analysis and Testing Techniques

a. Classic assumption test

The classical assumption test is carried out to find out whether each variable is normally distributed and detects the occurrence of symptoms or deviations.

1. Normality test

The normality test was used using the normal probability test One-Sample Kolmogorov-Smirnov Test with the following results: data on organizational culture, job satisfaction and employee performance are normally distributed.

2. Results of t-test analysis

To determine the effect of each independent variable X1 and X2 on the dependent variable Y, a t-test was carried out with the following results.

**Table 3. T-test results
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	0.233	1917		8,379	.001
Organizational culture	0.429	051	0.504	9,160	.000
Job satisfaction	0.396	043	0.551	9,160	.000

a. Dependent Variable: Work

Source: 2023 T-Test Research Data Processing Results

3. F-Test Results (Simultaneous)

To determine the simultaneous effect of the independent variable organizational culture (X1) and job satisfaction (X2) on the dependent variable employee performance (Y) was carried out by the F-test with the following results.

Table 4. F-Test Results (Simultaneous)

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1,590,855	2	795,428	105,085	.000a
residual	658,533	27	7,569		
Total	2,249,389	29			

a. Predictors: (Constant), Job Satisfaction, Organizational Culture

b. Dependent Variable: Work

3.3 Discussion

a. The Effect of Organizational Culture on Employee Performance

The results of this study indicate that organizational culture has a positive and significant effect on employee performance with a significance level of 0.000 on employee performance in

STT. Renatus Siantar, $t_{count} = 8,379$. In this case, when the organizational culture is not going well, the employee's performance is affected a lot because the contribution of organizational culture is quite high. Based on the average score test of respondents/employees using the Likert scale, it can be seen that the trend level is 53.33% and with the statements in the questionnaire explaining that employees state that the current organizational culture is running quite well.

The results of this study are also in line with the research of Caterina (2012) in her research which found that organizational culture and job satisfaction simultaneously affect employee performance at PT. Sido Muncul Kaliwage Semarang by 54.2%. Research Soedjono (2005) in his research it was concluded that there was a significant influence of organizational culture on organizational performance. By understanding the variables that affect terminals, related parties will be able to use these results to increase terminal revenue and improve services to the community. Thus this research supports research

conducted by Rivai (2001), Koesmono (2005), Sudrajat (2008) that organizational culture applied in an organization that differentiates one organization from another can motivate employees to work. The results of this study support the findings of Alfitri Rijanto Mukarim (2018). Isnanda's beautiful findings (2019) state that there is an organizational culture on employee performance at the Mamuju Utara secretariat, Meitriana,

The results of the study show that the presence of culture in the organization increases employee performance, rewards, responsibilities and work standards are the most important factors in culture. Furthermore, what strengthens this research is the acquisition of an Adjusted R value of organizational culture of 0.701, which means that cultural contribution organization and performance satisfaction contributed 70.7%.

b. The Effect of Job Satisfaction on Employee Performance

The results of this study indicate that job satisfaction has a positive and significant effect on employee performance with a significance level of 0.000 on employee performance in the office, t-count = 9.160. In this case when the job satisfaction experienced by employees is low, the organizational performance of employees will be greatly affected in the sense that the contribution of job satisfaction is very significant. % and with the statements in the questionnaire explaining that the employees stated that the satisfaction of the current employee's performance was in the pretty good category.

This is also reinforced by Azhari Zulkifli's research (2021) with one conclusion that there is a significant influence between job satisfaction on employee performance. This is reinforced by the theory of Colquitt. (2011), which states that when a person's job satisfaction increases, then at that time their performance will also increase as well. So that things that can create one's job satisfaction must be paid close attention where if these things are not considered then the employee's performance will decrease. Damayanti Reina (2015) states that job satisfaction has a significant effect on employee performance at PT. Ogan Palembang Partner Plantation, Wijaya Kurnia (2018) confirmed in his research, there is job satisfaction on the performance of employees of CV Bukit Sanomas, Damayanti Riski (2018) added that there is a very strong and significant influence between job satisfaction on employee performance at Siti Khadija Islamic Hospital Palembang .

c. The Effect of Organizational Culture and Job Satisfaction Simultaneously on Employee Performance

The results of this study indicate that organizational culture and performance satisfaction have a positive and significant effect on employee performance with a significance level of 0.000 on employee performance at STT. Renatus Siantar, Fcount = 105.085 and Adjusted R Square value is 0.701, which means that the contribution of organizational culture and performance satisfaction contributes 70.7%.

This is also reinforced by Umaruddin's research (2015) with one conclusion that Agus (2011) with one conclusion that the relationship between organizational culture and job satisfaction with employee performance is in a very strong range and organizational culture has a positive and significant effect on employee performance; Job satisfaction has a positive and significant effect on employee performance at Taruna Bakti Bandung. This is also reinforced by the research of Chaterina and Intan (2012), finding that organizational culture and job satisfaction have a positive and significant effect on employee organizational commitment.

Based on the description above, it can be concluded that by matching employees with the existing organizational culture and fulfilling employee job satisfaction, employee performance will increase. So that employees do their job to the maximum and in accordance with predetermined regulations.

IV. Conclusion

Based on the results of the research and discussion, several conclusions can be drawn as follows.

1. There is a significant influence between organizational culture on employee performance on STT. Renatus Siantar of 42.9%, can be seen from $t_{countX1} (8.379) > t_{table} (1.66)$ and $sig-p (0.000) < 0.05$, it can be concluded that organizational culture variables have a significant effect on employee performance variables.
2. There is a significant influence between job satisfaction on employee performance at STT. Renatus Siantar by 39.6%, can be seen from $t_{countX2} (9.160) > t_{table} (1.66)$ and $sig-p (0.000) < 0.05$, it can be concluded that the job satisfaction variable has a significant effect on employee performance variables.
3. There is a significant influence between organizational culture and job satisfaction simultaneously on employee performance at STT. Renatus Siantar by 70.7%, it can be seen from $F_{count} (105.085) > F_{table} (3.10)$ and $sig-p (0.000) < sig-\alpha (0.05)$, it can be concluded that the two variables of organizational culture and job satisfaction together have a significant effect on performance variables employee. The contribution of organizational culture and job satisfaction to employee performance is 70.1% and the remaining 29.9% is leadership style, work motivation, job training, work discipline and others. Based on the results of the t-test it is known partially that organizational culture variables have the greatest influence compared to job satisfaction variables on employee performance of 42.9%

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