

The Influence of Work Ethic and Organizational Culture on Employee Performance at the Regional Financial Management Agency of West Pasaman Regency

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Article History

Received: May 9, 2023 Revised: July 15, 2023 Accepted: August 30, 2023

Abstract

This study aims to determine the effect of competence, individual characteristics and locus of control partially and simultaneously on the performance of employees at the secretariat of DPRD Pariaman City. Samples were selected using the total sampling method. The sample in this study were employees of the DPRD Pariaman City Secretariat, totaling 40 people. The data collection technique used a questionnaire, while the data analysis method used validity and reliability tests, classical assumptions, multiple linear regression analysis and statistical tests (t test, F test and coefficient of determination). The results showed that the competence variable had an effect on employee performance at the DPRD secretariat of Pariaman City, with a value of $t_{count} 3.739 > t_{table} 2.021$ at a significant level of $0.001 < 0.05$. This study aims to determine the effect of work ethic and organizational culture partially and simultaneously on employee performance at the Regional Financial Management Agency (BPKD) of West Pasaman Regency. The sample was selected using the total sampling method. The sample in this study were employees of the Regional Financial Management Agency (BPKD) of West Pasaman Regency, totaling 70 people. The data collection technique used a questionnaire, while the data analysis method used validity and reliability tests, classical assumptions, multiple linear regression analysis and statistical tests (t test, F test and coefficient of determination).

The results showed that the variables of work ethic and organizational culture had an effect on employee performance at the Regional Financial Management Agency (BPKD) of West Pasaman Regency, with a regression coefficient of -0.386 and a significant value of 0.000 (< 0.05). Then Organizational Culture has a positive and significant effect on Employee Performance at the Regional Financial Management Agency (BPKD) of West Pasaman Regency with a regression coefficient value of 1.119 and a significant value of 0.000 (< 0.05). The coefficient of determination of 0.763 or 76.3% is influenced by the work ethic and organizational culture, while the remaining 23.7% is influenced by other factors not examined in this study.

Keywords: employee performance, work ethic, organizational culture

I. Introduction

The Regional Financial Management Agency (BPKD) is the spearhead in the implementation of local government, both the main task and the assistance task must be balanced by the existence of Regional Original Income (PAD). The Regional Financial Management Agency (BPKD) plays an important role in optimizing Regional Original Income is expected to be a source of regional financing so that it is able to finance the existing development in Pasaman Barat Regency and can reduce dependence on central government assistance in the form of balance funds. Indicators of the success of the organization in the achievement of goals can be seen from the measurement of performance, both individual performance and organizational performance. As one of the government agencies engaged in community services, the task of the Secretariat of the Regional People's Representative Council (DPRD) of Pariaman City is to organize secretarial administration (filing of correspondence documents, minutes of meetings or sessions (minutes) and other supporting data), financial administration, supporting the implementation of the duties and functions of the DPRD and providing infrastructure and coordinating experts needed by DPRD in carrying out its duties. For this reason, good employee performance is needed as a bridge between the Pariaman City Secretariat (DPRD) and council members and the public. As an institution whose position is between the legislative and executive institutions, in the era of decentralization (the era of regional autonomy) the position of the secretary of the council has an important role and requires excellent readiness, preparedness in bridging the two institutions.

Performance is a record of the resulting consequences of the functioning of work or activity during the tertentu period related to organizational goals (Noor, 2013)

Considering that the Regional Financial Management Agency (BPKD) of West Pasaman Regency is engaged in finance that is directly related to the community, there is an anomalous phenomenon related to the author's title, namely Work Ethic and Organizational Culture towards Employee Performance. In the Performance of Employees of the Regional Financial Management Agency (BPKD) of West Pasaman Regency has an increase every year. Meanwhile, in the variables of Work Ethic and Budaya Organization, there are still shortcomings that indicate a bad impact on Employee Performance. So that makes the author want to know more about how much significant influence on performance is mentioned. Some of the indicators in influencing performance are the accuracy of task completion, suitability of working hours, attendance rate, cooperation between employees so as to have an impact on employee attitudes or Work Ethic. Seeing this, the author wants to examine further about the attitudes of employees who still tend to have a less effective attitude towards changes such as there are still employees who lack accuracy in working, that employees still think of working only to pursue materials (money), do not have pride in working and lack of accuracy in doing their work, and there are also still employee attitudes that reflect the character of employees such as lack of responsibility with

their work, because of accuracy in every job, there are still employees who work not yet effectively and efficiently, honesty, and other matters related to work attitudes.

From the Work Ethic, you can see how the existing employees of the Regional Financial Management Agency (BPKD) work. Because high performance is illustrated by attitudes or Work Ethic, and employees should be required to have a good Work Ethic in serving regional apparatus organizations and the community. The habits that are often carried out at the Regional Financial Management Agency (BPKD) are such as a culture of discipline that is still low, the existence of rubber hours, the habit of resting during working hours and such as employee delays that are still in the Bad an Regional Financial Manager (BPKD), and other cultures, which have now changed for the better such as manual attendance has now moved to fingerprints and this has led to positive impact on employees and the Regional Management Agency (BPKD) which is often not on time during official hours, so that the poor culture will later have a negative impact on Employee Performance

Based on the description above, the author is interested in conducting research with the judu 1 **"The Influence of Work Ethic and Organizational Culture on Employee Performance at the Regional Financial Management Agency (BPKD) of West Pasaman Regency"**

II. Material and Method

The place where the research was conducted at the Regional Financial Management Agency (BPKD) of West Pasaman Regency

The implementation of this study was carried out for 4 (four) months, namely March to July 2021

This type of research is quantitative. (Sujarweni, 2014) Quantitative Research is a type of research that produces discoveries that can be achieved (obtained) by using statistical procedures or other means of quantification (measurement).

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by the research to be studied and then conclusions are drawn (Sugiyono 2003).

In this study, the population was employees who worked at the Regional Financial Management Agency (BPKD) of West Pasaman Regency, which amounted to 70 Pegawai.

The sample is part of the number of characteristics possessed by that population (Sugiyono 2014). The sampling technique used is a saturated sample technique, which is a sampling technique if all members of the population are used as samples. The sample from this study was all employees at the Regional Financial Management Agency (BPKD) of West Pasaman Regency, totaling 70 Pegawai.

So, the sample in this study was all employees of the Regional Financial Management Agency (BPKD) of Pasaman Bar Regencyat 70 Pegawai

III. Results and Discussion

Multiple Linear Regression Analysis

Multiple *analition analysis (multi analition analyst)* is used to determine how much freevariables are anchored to bound variables (Kuncoro, 2003). Based on the research, the test results were obtained as follows:

Multiple linear regression

Coefficients ^a								
Type		Unstandardized Coefficients		Standard ized Coefficie nts	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolera nce	VIF
1	(Constant)	1.038	.260		3.994	.000		
	Work Ethic	-.386	.054	-.477	-7.097	.000	.784	1.275
	CultureOrg anization	1.119	.076	.986	14.668	.000	.784	1.275
a. Dependent Variable: Staffing Performance								

Based on the table above, it can be seen that the regression equation is as follows:

$$Y = 1.038 - 0.386X_1 + 1.119X_2 + e$$

From the equation above, it can be explained as follows:

1. The constant (a) is worth 1.038 the value of the constant is positive in value meaning that if the Work Ethic (X1) and Organizational Culture (X2), it is assumed to be zero then the Employee Performance value score (Y) is worth 1,038.
2. Coefficient b1 of -0.386 variable coefficients of Work Ethic to Employee Performance is negative. If the Work Ethic score increases one-unit will decrease performance

3. The coefficient b2 is 1. The 119 variable coefficients of Organizational Culture to Employee Performance are positive. If the Organizational Culture score increases, then Employee Performance increases as well. And vice versa.

To find out the partial influence of each free variable on the bound variable, it can be seen from the value of t and the level of significance that exists (Sugiyono 2014). The degree of significance used is 0.05. The results of individual regression calculations are obtained as follows:

Partial Test (t test)

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.038	.260		3.994	.000
	Work Ethic	-.386	.054	-.477	-7.097	.000
	CultureOrganization	1.119	.076	.986	14.668	.000
a. Dependent Variable: Staffing Performance						

Based on Table 4. 18 above it was found that:

1. Hypothesis 1

Based on the results of the t Test From the table above, it can be seen that the regression coefficient of the Work Ethic variable has a value regression coefficient of -.0386. the value of t is -7.097 and the significance value is 0.000 (< 0.05). Thus, it can be concluded that Work Ethic has a negative and significant effect on Employee Performance or hypothesis 1 **is accepted**.

2. Hypothesis 2

Based on the results of the t Test Variabel Organizational Culture has a regression coefficient of 1,119 t values of 14,668 and a significance value of 0.000 (< 0.05). From this data, it shows that the Organizational Culture variable has a positive and significant effect on Employee Performance. This means that hypothesis 2 is **accepted**

Coefficient of Determination (R^2)

The Coefficient of Determination (R^2) essentially measures how far the model's ability to explain variations in dependent variables is. The value of the coefficient of determination is between zero and one (Sutrisni 2010). The value of the coefficient of determination can be seen in Table 4.20 below

Coefficient of Determination

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.763	.756	.27574
a. Predictors: (Constant), Organizational Culture, Work Ethic				
b. Dependent Variable: Staffing Performance				

The results of the calculation using the SPSS V16 program can be known the coefficient of determination with a value of $R^2 = 0.763$. This means that 76.3% of morale can be explained by the variables of work ethic and organizational culture, while the remaining 23.7% is influenced by other variables that were not traced in this study.

The analysis used was a multiple linear regression analysis with a significance level of 0.05. Data sacrifice processing is carried out with the help of the SPSS Version 23 program. Broadly speaking, this study shows that the entire hypothesis proposed is acceptable.

Based on the theory that is used as the theoretical basis and previous research, the hypothesis in this study is that there are several variables that affect employee performance, including ethos kerja and organizational culture. The relationship of casualty in this study is the result of several theories and the results of previous research that are clearly discussed in a conceptual framework.

The Effect of Work Ethic on the Performance of Employees of the Regional Financial Management Agency (BPKD) of West Pasaman Regency

Based on the test results, it is known that Work Ethic has a positive and significant influence on the Performance of Employees of the West Pasaman Regency Education Office with a regression coefficient of -0.386 meaning that if the Work Ethic

is crowded, the value of employee performance of the Regional Financial Management Agency (BPKD) of West Pasaman Regency will crowdfund and otherwise.

The results of this study are in line with previous research conducted by Andri Hardianshah, Rini Putra Sari Yanwar (2015), with the research title "The influence of work ethic on employee performance at PT AE". The purpose of this study is to find out how much influence work ethic has on employee performance, the method used is causal associative. The result of the study is that Work Ethic has a positive and significant effect on Employee Performance.

The Influence of Organizational Culture on Employee Performance at the Regional Financial Management Agency (BPKD) of West Pasaman Regency

Based on the test results, it is known that Organizational Culture has a positive and significant influence on the performance of employees of the Regional Financial Management Agency (BPKD) of West Pasaman Regency with a regression coefficient of 1,119 meaning that if the Organ Culture of ization increases Employee Performance at the Regional Financial Management Agency (BPKD) of West Pasaman Regency will increase and vice versa.

The results of this study are in line with previous research conducted by Rodiathul Kusuma Wardani, M.Djudi Mukzam (2014), with the research title "The Influence of Organizational Culture on Employee Performance at PT Karya Indah Buana Surabaya". The purpose of the study was to find out how influential organizational culture is on employee performance. The method used is associative descriptive research. The result of the study is that Organizational Culture has a positive and significant effect on Employee Performance

IV. Conclusion

Based on the discussion of the results of the study, it can be concluded:

Based on the analysis and discussion, the results of this study are as follows:

1. There is a negative and significant influence of the Work Ethic variable on the Employee Performance variable at the Regional Financial Management Agency (BPKD) of West Pasaman Regency
2. There is a positive and significant influence of the Organizational Culture variable on the Employee Performance variable at the Regional Financial Management Agency (BPKD) of West Pasaman Regency. because the value of the regression coefficient is 1.119 and the significance value is 0.000 (<0.05). Therefore, the second hypothesis is accepted.

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