



THE INFLUENCE OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT BUNGONG JAROE PLAYGROUND AND RESTAURANT

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ABSTRACT

The purpose of this study was to determine the effect of organizational culture on employee performance at Bungong Jaroe Playground and Restaurant. The research method used in this study uses a quantitative approach. The population is 44 people. The sampling technique uses saturated samples so that the number of samples in this study is 44 respondents. The data analysis technique uses simple linear regression. The results of the study show that there is a positive and significant effect of the effect of organizational culture on the employee performance at Bungong Jaroe Playground and Restaurant. This is evidenced by the $t_{count} > t_{table}$ value, namely $7.785 > 2.018$ with a probability value (significance) = 0.000, which is below 0.05.

Keywords: *Organizational Culture, Performance.*

I. INTRODUCTION

A. Research Background

A company is an organization consisting of a group of people, working in carrying out various activities to achieve company goals. Human resources are very important for a company to achieve its goals. The success of an organization or company depends on the existence of human resources it has. Quality human resources will produce good performance for individuals and provide a positive contribution to the progress of the company. Human resources are employees and leaders who are in the company organization, because the success of the company to achieve its goals depends on its employees and leaders.

Human resource management must be a thought and determinant of the success of the organization's goals. Employees and organizations need each other, the performance produced by an organization as a result of the performance of employees in the organization. To realize the desired goals, one way that must be taken is to improve employee performance, namely by paying attention to improving organizational culture and competence.

Bungong Jaroe Aceh Playground and Restaurant is a company engaged in the field of restaurant entertainment that serves seafood and children's play areas with the best quality. Based on preliminary research at Bungong Jaroe Aceh Playground and Restaurant in its operations, including organizational culture, which shows that the lack of cooperative relationships between fellow employees in providing services so that fellow employees are jealous. Employee performance has decreased, such as a decrease in the quantity of work that employees can do and the results of work are often wrong. Lack of employee discipline, seen from employees who take a long time to deliver orders and deliver orders to customers incorrectly.

The problems found at the Bungong Jaroe Aceh Playground and Restaurant are certainly a serious concern for the author to explore in depth, in order to provide solutions and positive contributions to the company in increasing employee work activities. However, the problems that the author focuses on to be studied are limited to organizational culture and employee performance.

One of the factors that influences the level of success of an organization is the performance of its employees, according to Arianty (2016) Performance is the result achieved by a person in carrying out the tasks given to him according to the criteria that have been set. Meanwhile, according to Presilawati et al., (2022) defines performance as the results obtained by an organization, whether the organization is profit-oriented or non-profit-oriented, which are produced during a period of time.

Meanwhile, related to organizational culture in Amanah (2011) the definition of organizational culture is defined as values that are shared by members of the organization (organizational sub-units) which are manifested in the form of attitudes towards the organization. Meanwhile, according to Supratikno, et al., (2006, p. 33) organizational culture is defined as informal values and norms that control how individuals and groups within the organization act with each other and with parties outside the organization. In several studies read by researchers in management books, it was found that

organizational culture influences employee performance in carrying out work. According to Rukmana & Sembiring (2014) First, related to a strong culture that influences superior performance, the strength of the culture is related to performance including three ideas, namely unification of goals, creating an extraordinary level of motivation, having shared values and behaviors, there is a sense of security, a sense of commitment and loyalty. Second, making work intrinsically valued, namely involving them in decision making and recognizing their participation. Third, it helps performance because it provides the structure and control needed without relying on formal bureaucracy.

Based on the problems above, this study is entitled: **The Influence of Organizational Culture on the performance of employees of Bungong Jaroe Aceh Playground and Restaurant.**

B. Problem Formulation

Based on the background of the problem that has been explained, the formulation of the problem for this research, namely:

1. Is there any influence of organizational culture on the performance of employees of Bungong Jaroe Aceh Playground and Restaurant?

C. Research Objectives

1. To determine the effect of organizational culture on the performance of employees of Bungong Jaroe Aceh Playground and Restaurant.

II. LITERATURE REVIEW

A. Organization Culture

Organizational culture can be formulated as beliefs, values, and ways of learning from experiences that are built throughout the history of the organization and are manifested in every material arrangement and behavior of each member of the organization (Ramdhan, 2023).

Organizational culture becomes a guideline for human resources to face external problems and integration adjustment efforts into the company so that each member of the organization must understand the existing values and how they should act or behave, therefore if their needs are not met, it will cause problems that lead to several cases that often occur in companies, for example, lack of work enthusiasm, decreasing levels of discipline, and lack of discussion (Sari & Sandi, 2023).

Organizational culture is a set of values agreed upon and adhered to by all members of the organization that are dynamic in nature and capable of increasing organizational productivity (Sudaryono & Sutianingsih, 2023). According to Annawawi & ABS (2020), organizational culture is a system of values, beliefs, and habits in an organization that interact with the structure of its formal system to produce norms of organizational behavior.

According to Robbins et al., (2016), some functions of organizational culture are:

1. Organizational culture serves as a clear differentiator between one organization and another.
2. Organizational culture brings a sense of identity to members of the organization.
3. Organizational culture facilitates the emergence of commitment to something broader than one's individual interests.
4. Organizational culture is a social glue that helps unite the organization by shaping employee attitudes and behavior.
5. Organizational culture serves as a meaning-making and control mechanism that shapes employee attitudes and behavior

Based on the opinions of these experts organizational culture is a series of assumptions and values that have been agreed upon and implemented and the impact of which has been felt by members of the organization, so that it is maintained from generation to generation so that it becomes a habit of an organization to solve problems within it.

B. Performance

Performance is the result of work achieved by individuals or organizations in carrying out their main duties and functions. Performance can be measured in quantity and quality. Performance appraisal results can be used to improve individual or organizational performance, reward outstanding individuals or organizations, and conduct individual or organizational coaching and development (Ramdhan & Rahayu, 2024). Performance can be interpreted as the level of achievement or results obtained from efforts or activities carried out by a person, team, or organization in achieving certain goals or standards. A good understanding of performance is important for managing and developing human resources, making strategic decisions, and evaluating the effectiveness of programs and activities (Kultsum, 2024).

Performance is the result of employee work both in quality and quantity achieved by employees in a certain period in accordance with the responsibilities given (Budiman, 2024). According to Bintaro and Daryanto (2017), performance management is a management process designed to link organizational goals with individual goals in such a way that both individual goals and company goals can be met. The benefits of performance management include the following:

1. Translating the organization's vision and mission into clear, measurable goals and outcomes that define success and are shared by everyone in the organization and customers and stakeholders.
2. Providing a tool to assess, manage and improve the overall health and success of the organization.
3. Continuing the shift from a control and compliance orientation to a sustainable strategic approach to management.

4. Providing a deep and predictable performance management system that includes measures of quality, cost, timeliness, customer service and employee satisfaction, motivation and skills.
5. Replacing the existing performance appraisal system with an approach that is in line with performance management.

Based on the explanation above, it can be concluded that performance is the success of personnel, teams or organizational units in realizing previously set strategic targets with expected behavior.

III. RESEARCH METHODOLOGY

A. Research Scope

This research was conducted at Bungong Jaroe Aceh Playground and Restaurant located in KM 0 Simpang Jl Nasional Geumpang Aceh. This research uses descriptive methods and verification methods with a quantitative approach.

B. Population and Sample

Population according to Muhammad (Ramdhan, 2021) population is the entirety of the research subjects, while the sample is part of the population. The values calculated and obtained from this population are called parameters. The sample is an inseparable part of the population. And the sample in this case must be able to represent the characteristics of the entire population. In other words, population and sample are two things that are interrelated and inseparable (Ramdhan, 2021). The sample set by the author is 44 respondents.

C. Research Type

This study uses descriptive methods and verification methods with a quantitative approach. The descriptive method is a research method that conveys facts by describing what is seen, obtained, and felt (Ramdhan, 2021). While the verification method is a research method that aims to determine the causal relationship between variables through a hypothesis test through a statistical calculation so that the results of the evidence are obtained that show the hypothesis is rejected or accepted.

IV. RESEARCH RESULT

A. Correlation Coefficient Test

Table 1
Correlation Coefficient Test
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.769 ^a	.591	.581	4.735

a. Predictors: (Constant), CULTURE

b. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

The correlation coefficient is a value that measures the significance, direction, and intensity of the relationship between two variables. The goal is to obtain patterns and the closeness or strength of the relationship between two or more variables.

Based on the table above, the R figure (correlation coefficient) is 0.769. This shows that there is a very strong relationship between organization culture and employee performance.

B. Determination Coefficient Test

The determination coefficient test (R^2) is carried out to determine and predict how large or important the contribution of influence given by the independent variables together is to the dependent variable.

Based on table 1, the R^2 (R Square) value is 0.591. This shows that 59.1% of Training has a contribution to influence on Employee Performance, while the remaining 40.9% is influenced by other variables not examined in this study.

C. Hypotesis Test

Table 2
Linear Regression Test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.105	3.504		2.884	.006
CULTURE	.713	.092	.769	7.787	.000

a. Dependent Variable: KINERJA

Source: SPSS Data Processing version 22, 2024.

The T-test is a statistical test used to test the truth or falsity of a hypothesis which states that there is no significant difference between two sample means taken randomly from the same population.

Based on the table above, the simple linear regression equation is as follows: $Y = 10.105 + 0.713 X$. The hypothesis in this study was tested using the t-test. If we look at the results of the table above, the t-count value for the Training variable (X_1) on Employee Performance (Y) is 2.884, while the t-table value for $n = 44$ is 2.018. So because the t-count value > t-table, which is $2.884 > 2.018$. The probability value (significance) = 0.000 is below 0.050, thus H_a is accepted, it can be concluded that there is a positive and significant influence of the organization culture variable (X_1) on employee performance (Y).

V. CLOSURE

A. Conclusion

Based on the results of the research and data analysis conducted in this study, the authors conclude as there is a positive and significant effect of the organization culture variable on employee performance. This is evidenced by the t-count value of is 7.787, while the t-table value for $n = 44$ is 2.018. So because the t-count value > t-table, which is $7.787 > 2.018$, the probability value

(significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of organization culture on employee performance at Bungong Jaroe Aceh Playground and Restaurant.

B. Suggestion

1. The company in this case is expected to be able to pay attention to and maintain the organizational culture that has been formed in the company, because based on research that has been done, it is known that organizational culture has an effect on employee performance.
2. For further researchers, it is expected to add variables outside of this study to enrich related academic studies and obtain more varied research results.

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