

The Influence of Organizational Culture and Work Ability on Employee Performance in CV. Laju Bersama Furniture Tanjung Morawa

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ABSTRACT

This study aims to determine whether organizational culture and work ability both partially and simultaneously have a significant effect on employee performance at CV. Laju Bersama Furniture and how much influence it has. The method used in this study is a quantitative method with several tests, namely *reliability analysis*, classical assumption deviation test and *linear regression*. Based on the regression results of the primary data processed using SPSS 20, the multiple linear regression equation is obtained as follows: $Y = 16.243 + 0.171 X_1 + 0.420 X_2$. Partially, organizational culture variable (X_1) has a significant effect on employee performance (Y) at CV. Maju Bersama Furniture. This means that the hypothesis in this study is accepted, as evidenced by the t count > t table (2.498 > 1.978). While the work ability variable (X_2) has a significant influence on employee performance (Y) at CV. Laju Bersama Furniture. This means that the hypothesis in this study is accepted, as evidenced by the t count > t table (5.381 > 1.978). Simultaneously, organizational culture variables (X_1) and work ability (X_2) have a significant influence on employee performance (Y) at CV. Laju Bersama Furniture. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value > F table (18.753 > 3.06). Organizational culture variables (X_1) and work ability (X_2) are able to contribute to the influence of employee performance variables (Y) by 22.1% while the remaining 77.9% are influenced by other variables not examined in this study. From the conclusions above, the authors suggest that employees and leaders should further improve the organizational culture within the internal company so that it becomes a corporate culture and characteristic.

Keywords: Organizational Culture, Work Ability, and Performance

INTRODUCTION

Companies in achieving goals need the role of human resources (HR). Human resources provide a very large influence, the better the human resources owned by the company, the better the performance of the company itself. Conversely, if the quality of human resources is low, the company's performance will not be good.

Performance is a mental attitude of an individual or group that shows enthusiasm for carrying out their work so that they are encouraged to be able to work together and be able to complete tasks on time with a sense of responsibility for the work assigned to them. Performance can be produced if employees and companies have good synergy in giving their rights and responsibilities.

To support employee performance, an effective work culture is needed. Work culture is a view of life as values that become traits, habits and driving forces. By considering work culture as a trait, in everyday life an employee can carry out his duties properly and will be reflected in the behavior, beliefs, and ideals he wants to achieve. The formation of a work culture occurs when the work environment or learning organization faces problems both regarding external and internal changes concerning the unity and integrity of the organization.

CV. Laju Bersama Furniture Tanjung Morawa is a company engaged as a distributor of household furniture. CV. Laju Bersama Furniture Tanjung Morawa strives to provide quality household appliances so that consumers are satisfied with the products offered. CV. Laju Bersama Furniture Tanjung Morawa has quite a lot of employees with various fields in certain sections. In its activities the management often experiences problems in human resources.

Based on the author's interviews with several employees that the activities at work are less conducive due to the corona virus outbreak which causes employees to be uncomfortable at work. Work is piling up and must be completed with a small number of employees. The phenomenon regarding work ability is that there are still employees who work not in accordance with their field of work or position. The reduction in the number of employees' production was due to

the decreased ability of employees to work.

Formulation of the problem

Based on the description on the background and identification of the problems and theories described above, the problems that will be studied in this study are:

1. Does organizational culture and work ability either partially or simultaneously have a significant effect on the performance of employees at CV. Laju Bersama Furniture?
2. How big is the influence of organizational culture and work ability on employee performance at CV. Laju Bersama Furniture?

Literature review

Organizational culture

According to Sudaryo (2018: 106) argues "Organizational culture is a system of values, perceptions, behaviors, and beliefs held by each individual employee and group of employees regarding the meaning of work and its reflection in activities to achieve organizational and individual goals." Meanwhile, according to Fahmi (2016: 186) argues that "Culture is the work of human creativity that is produced and has been achieved as part of the order of everyday life".

Work ability

The opinion of Robbins and Judge put forward by Pamungkas (2017:98) argues that ability (*ability*) is capacity employees to perform various tasks is in a job. according _ Ivancevich, Roy et al stated by Pamungkas (2017:98) stated that ability is a person's talent to do physical work or mentally. Wursanto's opinion put forward by Arini (2015: 3) Ability is a person's skills which include intelligence and skills in solving the problems they face. Work ability shows a person's skills such as intelligence and skills. Ability is closely related to the physical and mental abilities possessed by people to carry out work.

Performance

The term performance comes from the word *Job Performance* or *Actual Performance* (actual work achievements or achievements achieved by someone). Armstrong and Baron's opinion put forward by Wibowo (2014: 7), "Performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction, and contributes to the economy." According to Mangkunegara (2013: 67), "Performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him".

METHOD

This research was conducted at CV. Laju Bersama Furniture Tanjung Morawa which is located at Jalan Batang Kuis Pasar 8 Gang Rattan Tanjung Morawa. Postal Code: 20362. Cellphone No. 0813 9694 3477. The research subjects are the people (respondents) who will be studied. In this study the research subjects were employees at CV. Laju Bersama Furniture. While the research object is the variable to be studied . In this case the variables studied are organizational culture (X_1), work ability (X_2) and employee performance (Y) . The population in this study are all employees at CV. Laju Bersama Furniture as much as 204 people. The sample in this study were 135 people . Questionnaires were distributed in person and also via *e-mail* sent to employees.

RESEARCH RESULTS AND DISCUSSION

The value of the coefficient of determination (R^2) regression results of 0.221 means that organizational culture and work ability variables contribute to the influence of employee performance by 22.1%. This result is the result of ($R^2 \times 100\%$), while the remaining 77.9% is influenced by other variables not examined in this study.

CONCLUSION

From the results of the research that has been discussed by processing questionnaire data using several tests, the following conclusions can be drawn:

1. Partially, organizational culture variable (X_1) has a significant effect on employee performance at CV. Laju Bersama Furniture. This means that the hypothesis in this study is accepted, as evidenced by the t count $>$ t table ($2.498 > 1.978$). While the work ability variable (X_2) has a significant influence on employee performance at CV. Laju Bersama Furniture. This means that the hypothesis in this study is accepted, as evidenced by the t count $>$ t table ($5.381 > 1.978$).
2. Simultaneously, organizational culture variables (X_1) and work ability (X_2) have a significant influence on employee performance at CV. Speeding with Tanjung Morawa Furniture. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value $>$ F table ($18.753 > 3.06$).
3. Organizational culture variables (X_1) and work ability (X_2) are able to contribute to the influence of employee performance variables by 22.1% while the remaining 77.9% are influenced by other variables not examined in this study.

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