

# The Effect of Work Attitude, Organizational Climate and Training on Employee Performance in District Statistics Center Deli Serdang

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## Abstract

This research is a quantitative research can be defined as a research method based on the philosophy of positivism, used to research on a particular population or sample, data collection using research instruments. This study aims to determine the effect of work attitudes, organizational climate and training on employee performance at the Central Statistics Agency, Deli Serdang Regency. , Organizational Climate and Training on Employee Performance obtained tcount value of 2,349 > ttable 1,663 with a significant level of 0.000 <0.05. It can be concluded that the variables of Work Attitude, Organizational Climate and Training have a positive and significant effect on employee performance, so the second hypothesis (H4 ) is proven. The results of this study indicate that work attitudes, organizational climate and training have an influence on employee performance, that work attitudes, organizational climate, and training on employee performance are 82.3% while 17.7% are influenced by other variables outside this research and those not examined by the researcher.

*Keywords: Work Attitude, Organizational Climate, Training, Employee Performance*

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## Introduction

Employees are one of the most important production factors in an agency, without them how difficult it is for the agency to achieve its goals, they are the ones who determine the progress of an agency, by having skilled workers with high motivation, the agency already has very expensive assets, because basically Humans are the subject and object of development which is a very important factor, especially improving the quality of human resources is a top priority. Performance is an important thing that must be achieved by every agency, including the Central Statistics Agency (BPS), because performance is a reflection of the agency's ability to manage and allocate employees, therefore the performance of employees has a very important influence for the ongoing activities agency and affect the process of achieving agency goals. The Central Bureau of Statistics is an agency engaged in statistics and communication for information needs and serving the public for the North Sumatra region. The success of the implementation of duties and responsibilities within the agency depends on the performance of the employees in the agency. The importance of the performance of existing employees at BPS greatly influences the implementation of the agency's objectives, namely to improve services to the community, especially in the process of monitoring and fostering information needs.

Work performance itself of course must be carried out based on the provisions that have been determined by the agency without leaving PP No. 46 of 2011. These provisions can be in the form of fairness, reliability, not discriminating between employees and other provisions. The role of the appraiser must be based on what the employee has done in carrying out his duties or work, not because one of the employees is his sibling so that the appraiser gives a good score. So that no employee feels aggrieved by the results of the performance appraisal, an honest appraiser is needed when evaluating work performance and the appraiser must also be based on what the employee is doing, not because of the good relationship between the appraiser and the appraiser .

Climate influences this by shaping employees' expectations about the consequences of actions. Employees will expect rewards, satisfaction on the basis of their perception of the organizational climate. Based on the results of observations of several BPS employees, there are problems with the

performance of BPS employees, there are employees who leave their duties during working hours without permission, responsibilities have also not been carried out properly by employees and employees who have a passive attitude towards work so they do not obey the regulations, and the speed of completion of each employee's task is not optimal, this has an impact on the quantity of work that does not reach expectations. In addition to the speed of tasks, the ability of employees to complete tasks also has an impact on work results. There are still employees who do not have a responsible work attitude towards their duties, which is indicated as the cause of the less than optimal performance of BPS. Therefore, every company has the hope that agency employees can comply with the regulations that have been set that the leadership judge is not based on facts, so employees think that the assessment is like making up and does not look at the past. And employees think that if appraisers have higher sympathy for senior employees, appraisers always give good and high marks to senior employees or who are old even though the employee's work is fairly mediocre. In contrast to employees who are junior or young, appraisers rarely give high marks even though these employees work very hard and well every day.

To achieve the goal, an agency certainly expects the performance of its employees. Performance is seen as the ability of employees to achieve the desired results, in achieving the desired results of course a positive work attitude is needed from employees. For this reason, it is expected that agencies must be aware of and create a management system that takes into account the factors that influence the work attitude of employees in order to achieve the goals of the agency itself.

In terms of employee performance, it is reflected in its mission to build a work environment that is able to generate employee motivation to work professionally, but the phenomenon that occurs is that some employees are unable to express opinions openly which eventually becomes a burden for them in carrying out their work. They think that an opinion does not necessarily come out of an employee's mind, but is seen from the structural position of the employee. Of course this will affect the performance of employees in carrying out their duties and obligations in the work environment.

Based on the phenomena mentioned above, the author will conduct a study entitled " The Effect of Work Attitude, Organizational Climate and Training on Employee Performance at the Central Statistics Agency, Deli Serdang Regency".

The problems that have been determined above can be formulated as follows:

1. Is there an effect of work attitude on employee performance at the Central Bureau of Statistics of Deli Serdang Regency?
2. Is there any influence of organizational climate on employee performance at the Central Bureau of Statistics of Deli Serdang Regency?
3. Is there any effect of employee training on employee performance at the Central Bureau of Statistics of Deli Serdang Regency?
4. Is there any influence of work attitude, organizational climate and training on employee performance at the Central Statistics Agency, Deli Serdang Regency?

then the objectives of this research are :

1. This study aims to determine the effect of work attitudes on the performance of employees of the Central Bureau of Statistics, Deli Serdang Regency.
  2. To find out the organizational climate on the performance of the Central Statistics Agency's employees, Deli Serdang Regency.
  3. This study aims to determine employee training on the performance of the Central Bureau of Statistics in Deli Serdang Regency.
  4. This study aims to determine the work attitude, organizational climate and training on the performance of the employees of the Central Bureau of Statistics, Deli Serdang Regency.
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## Methodology

Quantitative research can be defined as a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing predetermined hypotheses. The nature of this research is associative. The place of this research is the Central Bureau of Statistics, Deli Serdang Regency. In this study, the population is the Central Bureau of Statistics, Deli Serdang Regency, which is 39 people. The considerations for selecting the sample for this research are employees who are directly involved with the Central Bureau of Statistics in Deli Serdang Regency. So that the sample of this research is set as many as 39 respondents.

Data analysis technique is an activity in data analysis which includes: grouping data, tabulating data, performing calculations to answer the problem formulation and hypotheses that have been proposed according to the variance and respondents.

## Research Results And Discussion

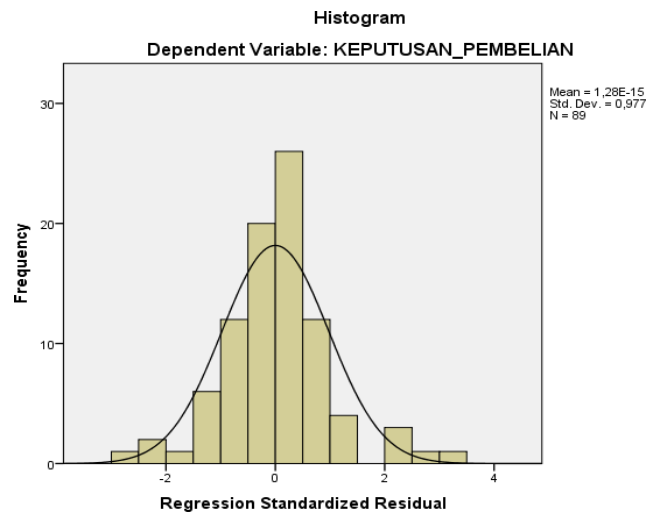
Test validity conducted for measure is data which has got after study is data which valid with tool measuring which used in research, namely a questionnaire. Test validity is done firstly by distributing questionnaires to 39 respondents taken from outside the population study. Criteria decision making is:

1. If  $r_{\text{count}} > r_{\text{table}}$  then declared valid.
2. If  $r_{\text{count}} < r_{\text{table}}$  then declared no valid.

From results processing data with help program SPSS 20, so The results of the validity test are obtained by looking at the comparison between  $r_{\text{arithmetic}}$  and  $r_{\text{table}}$  with significant level value = 5% and  $n = 39$ , the results obtained for the number of samples is 39 with 5 independent variables studied, then it can be known that big  $r_{\text{table}}$  is,  $df = nk$  or  $df = 39-5 = 24$ . so  $r_{\text{table}}$  as big as 0.380. Results test validity can be seen on table following

Reliability is method testing which used for see is instrument study is instrument which reliable and could trusted. If the research variable uses a reliable and reliable instrument, reliable, the research results also have a high level of confidence. Technique which used for measure level reliability is CronbachAlpha. If the Cronbach Alpha value is  $> 0.7$  then the instrument is said to be reliable. Study this conducted at the Central Bureau of Statistics of Deli Serdang Regency. On test reliability conducted with using the program SPSS version 20. For amount sample which taken on study this amount 39 respondents outside the study population.

The normality test aims to test whether in the regression model, the variable dependent, independent variable or both have a normal distribution or does not have a normal distribution through graphical analysis and statistical tests. Followingserved results with use chart histogram and chart normal probability plot :



**Figure 1. Diagram histogram**

Source : Data Processing Results SPSS 20, 2022

Based on Figure 4.3 it can be concluded that the data used shows a normal distribution, this can be seen from the data pattern forming a bell and is at in the middle so that could concluded data the show normal distribution.

In the normal graph the probability plot shows that the distribution pattern tends to be normal, the data shows the points spread around diagonal line and follow the direction of the diagonal line, then the regression model satisfies assumption normality. Normality test can also viewed using test by statistics i.e. with test One-Sample Kolmogorov Smirnov Test like on following table :

**Table 1**

**One-Sample Kolmogorov Smirnov Test One-SampleKolmogorov-SmirnovTest**

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		39
Normal Parameters <sup>a,b</sup>	mean	0E-7
	Std. Deviation	.90976829
Most Extreme Differences	Absolute	.161
	Positive	.119
	negative	-.161
Kolmogorov-Smirnov Z		1.005
asypm. Sig. (2-tailed)		.265

a. Test distribution is Normal.

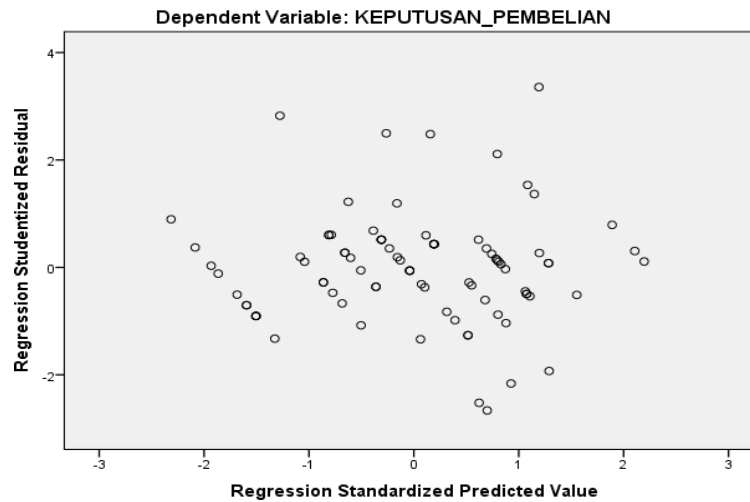
b. Calculated from data.

Source : Data Processing Results SPSS 20, 2022

Based on the data above, it is known that the significant value is  $0.069 > 0.05$ , so can be concluded that data it is distributed normal.

Test Heteroscedasticity aim test is in model regressionthere is an inequality of variance from

the residual of one observation to observation others remain. If the variance from the residual of one observation to another observation other permanent, so called Homoscedasticity and if different called Heteroscedasticity. Model regression which good is no occur Heteroscedasticity. The results of the heteroscedasticity test of the data in this study can be viewed on picture below :



Source : Data Processing Results SPSS 20, 2022

**Figure 2. Chart Catterplot**

Based on Figure 2. above, if there is no clear pattern, and dot, dot, dot spread by random or spread on and in lower around number 0 on the Y axis and not forming certain pattern, so that the model regression the there is no heteroscedasticity.

Test t aim for show how much far influence variable independent of the dependent variable. In addition, the t-test is a test performed for prove hypothesis beginning that is Work Attitude, Organizational Climate And Training Affect significant impact on the performance of employees of the Central Bureau of Statistics of Deli Serdang Regency

**Table 2. Result Test Partial (Test t)**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std.Error	Beta		
(Constant)	-2,435	1,640		-1.485	,141
1 WORK ATTITUDE	,426	0.070	,441	6,100	,000
ORGANIZATIONAL CLIMATE	,194	0.048	,200	4,030	,000
TRAINING	,298	,063	,352	4,742	,000

Source : Data Processing Results SPSS 20, 2022

Based on table 4.44 on is known that score significant for variable Work attitude (0.000),

Organizational Climate (0.000), Training (0.000) more small compared with alpha 5% (0.05) or score t count ( 6,100), (4,030), (4,742), > t table (1,663) (nk=89-5=84), so in Thing this Ha received and Ho rejected. So that concluded that Work Attitude, Organizational Climate and Training have a significant effect on the Performance of the Central Bureau of Statistics of Deli Serdang Regency.

Test F used for see is variable independent by together- same (simultaneously) have influence to variable dependent. Criteria decision-making :

1. Ho is rejected if Fcount < Ftable at significant level = 5% ( $\alpha = 5\%$ ) it means There is no influence of Work Attitude, Organizational Climate, and Training on Employee Performance of the Central Statistics Agency of Deli Serdang Regency.
2. Ho is rejected if F count > F table at a significant level = 5% ( $\alpha = 5\%$ ) meaning There is no influence of Work Attitude, Organizational Climate, and Training on Employee Performance of the Central Statistics Agency of Deli Serdang Regency. Based on the results of data processing with the SPSS 20 program, the results obtained are: as following :

**Table 3. Results Test Simultaneous (Test F)**

ANOVA <sup>a</sup>

Model	Sum of Squares	df	mean Square	F	Sig.
Regression	410.955	4	102.739		
1 Residual	88.146	84	1.049	97,906	,000 <sup>b</sup>
Total	499,101	88			

a. Dependent Variables: PERFORMANCE\_EMPLOYEE

b. Predictors: (Constant), WORK ATTITUDE, ORGANIZATIONAL CLIMATE, TRAINING

Source : Data Processing Results SPSS 20, 2022

Determine score F table : Degree freedom (degree of freedom/df) = n - k, k = number of variables and n = number of data. Thus the value of F table is 39 – 5 = 34 with a level significant 5% (0.05), so obtained score F table as big as 3.11.

## Discussion

Study this aims to knowing is there any effect Among Work attitude, organizational climate, and training on employee performance. In this research The author uses quantitative data analysis with a population of 39 employees of the Central Statistics Agency's Employee Performance, Deli Serdang Regency the author took the entire sample, namely as much as 39 employee.

### **The Influence of Work Attitudes on Employee Performance at the Central Statistics Agency, Deli Serdang Regency**

Based on the results of the partial test (t test) the effect of Attitude on Employee Performance , the t - count value is 6.100 > t table 1.663 with level significant 0.000 < 0.05. So could concluded variable product take effect positive and significant to employee performance, so that the first hypothesis (H1 ) is proven.

### **The Influence of Organizational Climate on Employee Performance at the Central Statistics Agency of Deli Serdang Regency**

Based on the results of the partial test (t test) the effect of Price on the decision organizational climate obtained score t count as big as 4030 > t table 1,663 with a significant level of 0.000 < 0.05. So it can be concluded that the organizational climate variable has an effect positive and significant

to Employee Performance so that the second hypothesis (H 2 ) is proven.

### **The Effect of Employee Training on Employee Performance at the Central Statistics Agency of Deli Serdang Regency**

Based on the results of the partial test (t test) the effect of training on Employee Performance the value of t arithmetic is  $4.742 > t$  table 1,663 with level significant  $0.009 < 0.05$ . So could concluded that Training variable has a positive and significant effect on employee performance, so that hypothesis second (H 3 ) proven.

### **The Influence of Work Attitudes, Organizational Climate and Training on Employee Performance at the Central Statistics Agency, Deli Serdang Regency**

Based on the results of the partial test (t test) Work Attitude, Organizational Climate and Training on Employee Performance obtained score t count as big as  $2,349 > t$  table 1,663 with level significant  $0.000 < 0.05$ . So could concluded that variable Work Attitude, Organizational Climate And Training take effect positive and significant to employee performance, so that the second hypothesis (H4 ) is proven.

### **Conclusions**

Based on research conducted at the Central Bureau of Statistics of Deli Serdang Regency are as follows:

1. Based on the results of the partial test (t test) the effect of Attitude on Employee Performance obtained tcount value of  $6.100 > t$ table 1.663 with a significant level of  $0.000 < 0.05$ . So it can be concluded that the product variable has a positive and significant effect on employee performance.
2. Based on the results of the partial test (t test) of organizational climate, the tcount value of  $4,030 > t$ table 1,663 with a significant level of  $0.000 < 0.05$ . So it can be concluded that the organizational climate variable has a positive and significant effect on employee performance so that the second hypothesis (H2) is proven. The results of this study indicate that organizational climate has an influence on employee performance.
3. Based on the results of the partial test (t test) the effect of training on employee performance obtained tcount value of  $4.742 > t$ table 1.663 with a significant level of  $0.009 < 0.05$ . So it can be concluded that the training variable has a positive and significant effect on employee performance, so that the second hypothesis (H3) is proven. The results of this study indicate that training has an influence on employee performance.
4. Based on the results of the partial test (t test) of Work Attitude, Organizational Climate and Training on Employee Performance, the tcount value is  $2,349 > t$ table 1,663 with a significant level of  $0.000 < 0.05$ . So it can be concluded that the variables of Work Attitude, Organizational Climate and Training have a positive and significant effect on employee performance, so the second hypothesis (H4) is proven. The results of this study indicate that work attitudes, organizational climate and training have an influence on employee performance.

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