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## **The Influence of Organizational Culture on the Performance of Non-Permanent Employees in the Department of Public Works and Spatial Planning of Paser District**

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### **Abstract**

The aim of this research is to determine the influence of Organizational Culture (X) on the Performance of Non-Permanent Employees (Y). The total number of respondents was 52 respondents. The analysis used in this research is simple regression analysis. The results of the validity coefficient for the 14 statement items are 14 valid items and 0 are invalid so it can be concluded that the 14 statement items are valid as a measuring tool because they have  $r_{count} > r_{table}$ , namely 0.2732. The results of the researcher's reliability variable calculations can be concluded that all statement items are reliable as measuring tools because the Cronbach's alpha value is  $0.900 > 0.60$ . This simple linear regression can be explained as follows: A constant of 2.231 means that the performance of non-permanent employees at the Paser Regency Public Works and Spatial Planning Service will remain at 2.279 if (X) the cultural factor remains constant or there is no change. Based on the research results, it is known that the R value is 0.717 or 71.7%, this means that there is a strong relationship between the Organizational Culture variable (X) and the employee performance variable (Y), while the coefficient of determination is 0.514 or 51.4%, meaning the performance variable employees (Y) are explained by the organizational culture variable (X), amounting to 51.4% while the remaining 48.6% is explained by other variables not included in this research. From the t test results of the organizational culture factor (x), the calculated t value is  $7.278 > t_{table}$  of 2.00856, which means that the organizational culture factor (x) influences employee performance at the Paser Regency Public Works and Spatial Planning Service with a significant level of  $0.000 < 0.05$ . So it can be concluded that the hypothesis can be accepted or  $H_0$  is rejected and  $H_a$  is accepted, because the organizational culture factor (x) has a strong influence on employee performance at the Paser Regency Public Works and Spatial Planning Service.

**Keywords:** Organizational Culture, Employee Performance, Public Works

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## **Introduction**

An organization usually has several goals, for example to obtain high profits, pursue organizational growth, survival, but the organization must also focus on employee performance in the process of achieving these goals. This results in performance becoming an important factor that requires organizational consideration because it is a determining factor in achieving goals by each individual and high productivity organization.

Discussing cultural issues is something fundamental for an organization, because it is often related to activities within the organization. Organizational culture is a philosophy, assumptions, values, beliefs, hopes, norms and attitudes that are shared and binding on a particular group. So based on the definition, organizational culture has an important role in the organizational system. In depth, organizational culture will be determined by the team's working conditions, leaders and organizational characteristics as well as the applicable administrative processes.

According to Mangkunegara in the book Bintoro (2017: 106) "Performance is the result of work both in quality and quantity achieved by someone in carrying out tasks according to the responsibilities given."

The problem of non-permanent employee performance will be applied if the variables that have been stated are met, namely organizational culture. It can be said that non-permanent employees must be committed and responsible in every job, organizations need to pay attention to places where non-permanent employees can explain their duties, for example colleagues, leaders, working conditions and other things that can influence the quality of a person in carrying out their duties.

To improve the performance of non-permanent employees, we must be guided by work culture and create professional and efficient government agencies. Based on the background of the problem regarding the performance of non-permanent employees which is not yet optimal and its relationship to organizational culture, it is necessary to conduct a deeper study of organizational culture towards non-permanent employees.

Non-permanent employees of the Public Works and Spatial Planning Department of Paser Regency are one of the main elements of human resources for the Regional apparatus who have an important role in providing community services in the Paser Regency environment. Non-permanent employees of the Public Works and Spatial Planning Department of Paser Regency have competence which is indicated by their attitudes and behavior which are aware of their responsibilities as community services, loyal and obedient to the Regional Government, have good morals and mentality and are professional in carrying out their work.

In innovating, non-permanent employees are able to provide opinions or provide new ideas freely in order to improve the performance of non-permanent employees. For stability, there are still non-permanent employees who have not properly implemented orientation

towards local government regulations because many non-permanent employees are still late for work, then there are still non-permanent employees who are not there during working hours.

In people orientation, non-permanent employees are seen to support each other and have good relations with fellow members, which can be seen from their work by dividing their duties according to their fields and communicating well with each other. Apart from that, in terms of results orientation, there are still non-permanent employees who are not able to achieve maximum work results, where there are still errors in inputting data which makes the work end up increasing, so it often happens that work takes additional time.

## **Literature Review**

### **Human Resource Management**

According to Stoner in Larasati (2018:3) "Management is defined as the process of planning, organizing, leading and supervising the efforts of members of an organization and using all organizational resources to achieve predetermined goals."

Thus, this definition can be said that management is an inevitable need as a tool, technique or method in activities to facilitate the achievement of human goals in the organization. Management is needed to manage organizational resources, such as people, money, facilities and infrastructure, time, materials, information, organizational culture, methods and others efficiently and effectively.

### **Organizational culture**

According to Cherrington in Sobirin (2019: 5) "An organization is a social system that has a regular work pattern that was founded by humans and consists of a group of people in order to achieve a certain set of goals."

Partially, the meanings of culture and organization have different meanings and organizational culture also has different meanings too. In Wibowo (2016: 13) defines "Culture as an integrated pattern of human behavior including thoughts, speech, actions and artifacts and depends on people's capacity to listen and pass on knowledge to future generations."

### **Employee Performance**

According to Rivai in Bintoro (2017: 106) Performance is the result or overall level of success of a person during a certain period in carrying out tasks compared to various possibilities, such as standard work results, targets or goals or criteria that have been determined in advance and have been mutually agreed upon.

Performance appraisal is basically a key factor in developing an organization effectively and efficiently, due to the existence of better policies or programs for human resources in the organization. Individual performance assessment is very beneficial for the dynamics of organizational growth as a whole, through this assessment the actual conditions of how employees are performing can be known.

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## **Research Method**

The type of research used in this research is quantitative research. The population in this study were all non-permanent employees at the Public Works and Spatial Planning Department of Paser Regency. The number of non-permanent employees at the Paser Regency Public Works and Spatial Planning Service is 109 people. Sampling in this research was Stratified Random Sampling using the sloving formula. The sample in this study was 52 temporary employees. At this data analysis stage, all the data obtained will be processed to become useful information for drawing conclusions from the research using simple regression analysis. Data processing in this research will use assistance from the Statistical Product and Service Solution (SPSS) application.

## **Result/Finding**

### 1. Simple Linear Regression Equation

**Table. 1**  
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	2,231	,258
	X_Organisational Culture	,454	,062

The data source is processed by SPSS.25

Based on table. 1. The results of the regression equation are as follows:  $Y = 2.231 + 0.454X$ .

This simple linear regression equation can be explained as follows: A constant of 2.231 means that the performance of non-permanent employees (PTT) at the Paser Regency Public Works and Spatial Planning Service will remain at 2.231 if (X) the organizational culture factor remains constant or there is no change.

The organizational culture factor (X) has a positive effect on the performance of non-permanent employees (PTT) at the Public Works and Spatial Planning Department of Paser Regency by 0.454, meaning that by increasing one level of the organizational culture factor (X) the performance of non-permanent employees (PTT) will be able to improve. in the Department of Public Works and Spatial Planning of Paser Regency amounted to 0.454, and the organizational culture factor of the organization was increased by 1 unit.

### 2. Correlation coefficient (R) and coefficient of determination (R<sup>2</sup>)

**Table. 2**

**Correlation Coefficient (R) and Determination Coefficient (R<sup>2</sup>)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,717 <sup>a</sup>	,514	,505	,30135

The data source is processed by SPSS.25

a. Correlation coefficient

The correlation coefficient is 0.717 or 71.7%. This figure means that the relationship between the performance of non-permanent employees (PTT) at the Paser Regency Public Works and Spatial Planning Service and the organizational culture factor (X) is strong.

b. Coefficient of Determination

The coefficient of determination value is 0.514 or 51.4%, meaning that the performance of non-permanent employees (PTT) at the Paser Regency Public Works and Spatial Planning Service by the organizational culture factor (X) can be explained by 51.4% while the remaining 48.6% is explained by variations changes in other factors not taken into account in this model.

3. T Test

**Tabel. 3**  
**Test result t**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,231	,258		8,658	,000
	Organisational Culture	,454	,062	,717	7,278	,000

The data source is processed by SPSS.25

Organizational organizational culture factor (X)  $t_{count}$  value of 7.278 >  $t_{table}$  of ( $\alpha = 5\%/2$ ,  $df = n - k$ ) of 2.00856 and a significant value (sig) of 0.000 < 0.05, meaning that the organization's organizational culture as a whole partial has a significant effect on the performance of non-permanent employees at the Paser Regency Public Works and Spatial Planning Service. So it can be concluded that the hypothesis can be accepted or  $H_a$  is accepted and  $H_0$  is rejected.

**Conclusion**

From the results of research conducted on non-permanent employees at the Paser Regency Public Works and Spatial Planning Service, the following conclusions can be drawn:

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- 1) In the validity test, it can be concluded that for the 14 statement items, both the independent and dependent variables show valid results because  $r_{count} > r_{table}$ .
- 2) In the reliability test, it can be concluded that all statement items are reliable as a measuring tool because the Cronbach's alpha value is  $0.900 > 0.6$ .
- 3) The simple linear regression equation can be explained as follows: The constant of 2.231 means that the performance of non-permanent employees at the Paser Regency Public Works and Spatial Planning Service will remain at 2.231 if (X) the organizational culture factor remains constant or there is no change.
- 4) The organizational culture factor (X) has a positive effect on the performance of non-permanent employees at the Public Works and Spatial Planning Department of Paser Regency by 0.454. With an increase of one level the organizational culture factor (X) will be able to increase the performance of non-permanent employees by 0.454, and the cultural factor organization is increased by 1 unit.
- 5) A correlation coefficient of 0.717 or 71.7%, this figure means that the relationship between the performance of non-permanent employees at the Paser Regency Public Works and Spatial Planning Service and the organizational culture factor (X) is strong.
- 6) The coefficient of determination is 0.514 or 51.4%, meaning that the performance of non-permanent employees at the Paser Regency Public Works and Spatial Planning Service with (X) organizational culture factors can be explained by 51.4% while the remaining 48.6% is explained by variations in changes in factors others that are not taken into account in this model.
- 7) The t test can be concluded that the hypothesis can be accepted or  $H_a$  is accepted and  $H_0$  is rejected.

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