



THE EFFECT OF ORGANIZATIONAL CULTURE AND PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT MEDAN DELI CAMAT OFFICE

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ABSTRACT

The purpose of this study was to determine the Organizational Culture and Physical Work Environment on employee performance at the Medan Deli Sub-District Office. The approach used in this study is an associative approach. The associative approach is an approach where to find out that there is a relationship or influence between the two variables (the independent variable and the dependent variable). The population in this study were employees at the Medan Deli Sub-District Office, amounting to 60 people. The sample used in this study was taken by probability sampling method. In this study, the sample was the entire population of 60 people. The data collection technique used classical assumption test, multiple linear regression, t test, F test and coefficient of determination. Based on the results of the study, it can be concluded that there is a significant effect of workload on employee performance at the Medan Deli Sub-District Office. Simultaneously there is a significant effect between workload and supervision on employee performance at the Medan Deli Sub-District Office.

Keywords : *Organizational Culture, Physical Work Environment, and Employee Performance*

1. INTRODUCTION

Humans as resources have an important role in developing organizational activities, especially in the employee's work environment. Given the importance of employees to do work within the organization, where seriousness is needed in carrying out their duties and responsibilities through the regulations implemented so that organizational goals can be achieved properly. To achieve this goal, several things are needed that are in the interests of employees and various kinds of needs that are desired from the workplace, to achieve better results than others in carrying out work activities. In addition, the determination of human resources in the desired position in the organization provides an impetus where every value and belief can achieve an increase in employee performance.

Organizational culture is one of the effects of increasing employee performance in the organization. Priansa and Garnida (2013: 77) state that "office organizational culture is a culture that lives and develops in the office environment, which is the hallmark of the home and office". To achieve maximum performance, it is necessary to increase optimal work and be able to utilize the potential of its human resources, so that it will make a positive contribution to the development of the organization, its human resources, so that it will make a positive contribution to the development of the organization. In this case, it is necessary to have a role in improving organizational culture and the physical work environment to create valuable work to encourage the creation of appropriate attitudes and actions in employees if these factors are possessed, in the spirit of work and improve employee performance. According to Moehariono (2010: 60), "Performance or performance is a description of the level of achievement of the implementation of an activity program or completing work in accordance with their respective fields and responsibilities, so that the increase in performance is also good.

The physical work environment of employees is no less important to improve employee performance. Nuraida (2014: 174) said that "a good spatial arrangement is considered in order to overcome the problems mentioned above, especially those related to the physical work environment". However, if the physical work environment around employees is bad, it will cause a decrease in employee performance. Therefore, the organization must provide an adequate physical work environment, where the physical work environment has two factors, namely the physical

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environment and the non-physical environment. Physical environment such as lighting/lighting in the workplace, air circulation in the workplace, noise in the workplace and color schemes in the workplace. While non-physical environmental factors such as: work structure, work responsibilities, attention and support of leaders, cooperation between groups and smooth communication. The physical work environment can support policy work activities in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization. In this case, employee performance plays an important role in achieving organizational goals. Because basically performance is an important thing that must be achieved by every organization including the Medan Deli Sub-district Office because performance is the main reflection of the organization's ability to direct and allocate its employees. Therefore, the performance of employees has a very important influence for the continuity of organizational activities and influences the process of achieving an organization.

Based on interviews and observations made by the researcher with the Secretary of the Medan Deli Sub-district Head, it is known that some employees, especially in the government department, receive an Employee Performance Target (SKP) assessment that is not too high compared to others. This is because employees in the government department have work quality that does not meet work standards. The condition of the physical work environment in the organization also does not support employee activities for work which are influenced by inadequate facilities such as computers, generator sets, tables and chairs and environmental cleanliness., the situation and condition of the organizational culture and the physical work environment in the organization.

2. IMPLEMENTATION METHOD

Research Approach

The type of research used by the researcher is associative quantitative research. According to Sugiyono (2012:13) quantitative research is required to use numbers, starting from data collection, interpretation of the data that is processed so that there are results. The purpose of being associative is to show a causal relationship, by using a survey method to examine the description of each research variable. To test the hypothesis proposed by the researcher, collect data using a questionnaire.

Place and time of research

The place of this research was conducted at the Medan Deli Sub-District Office, Jalan Slaughterhouse no. 24, MABA R. Research period starts from March 2022 to June 2022.

Population and Sample

According to Sugiyono (2014, p.148) Population is a generalization area consisting of: objects/subjects that have certain quantities and characteristics determined by research to be studied and then drawn conclusions. Based on the definition above, the population in this study was taken from all employees of the Medan Deli Sub-District Office, amounting to 60 employees.

According to Sugiyono (2012:62) the sample is part, or the number and characteristics possessed by the population. The sampling method in this study used the saturated sampling method. If in determining the number of samples studied the subject is less than 100 (one hundred), the researcher will use the entire population, namely all civil servants of the Medan Deli Sub-District Office, totaling 60 employees.

Data collection technique

- a. Interviews, namely conducting questions and answers with parties who have the authority to provide the data needed, namely direct questions and answers to employees regarding matters relevant to research that are not structured.
- b. The author's documentation study collects data relating to company documentation such as the history of the company's organizational structure, data on the number of employees in



the company. This document is needed to complete/support the discussion in this research by studying it.

Validity and Reliability Test

- The validity test used in this study is the item validity test, the provision of whether an instrument item is valid or not is to see the probability value of the correlation coefficient. Significant test is carried out by comparing R-count with R-table. If R-count is greater than R-table and a positive value, the question item or indicator is declared valid. Another way is to look at sig.(2-tailed) and compare it with the specified significant tariff (α). When sig. (2-tailed) 0.05 then the instrument item is valid. And if the value of sig. (2 – tailed) 0.05 then the item of the instrument is not valid (Juliandi and Irfan, 2013, p. 79).
- Reliability test is when there are similarities in data at different times. A reliable instrument is an instrument which, when used several times to measure the same object, will produce the same data (Sugiyono, 2012 p. 173). In determining the question items in the reliable category according to Juliandi and Irfan (2013, p.148) the test criteria are as follows: a. If the reliability coefficient value Cronbach alpha > 0.6 , then the instrument is declared reliable (trusted). b. If the reliability coefficient value Cronbach alpha < 0.6 , then the instrument is declared unreliable (not reliable).

Classic assumption test

The classical assumption test consists of several regression models, namely: Data Normality Test, Multicollinearity Test, Heteroscedasticity Test, Autocorrelation Test.

Hypothesis test

Hypothesis testing in this study is using the t-test (partial test), F-test (simultaneous test) and coefficient of determination (R²).

3. RESULTS AND DISCUSSION

Respondent Identification

Table 1 Identification of Respondents by Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Man	36	60	60	60
Woman	24	40	40	100.0
Total	60	100.0	100.0	

The data in table 1 above shows that the gender data, the frequency of the majority are male respondents by 60%, while the smallest is female respondents, namely 40%.

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Table 2 Identification of Respondents by Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 years old	12	20	20	20
31-40 years old	29	48.33	48.33	68.33
41-50 years old	19	31.67	31.67	100.0
> 50 years	-	-	-	
Total	60	100.0	100.0	

Table 2 above shows that for respondent age data, the majority frequency is respondents aged 31-40 years at 48.33%, the second majority frequency is respondents 41-50 years at 31.67%, the third majority frequency is 20- 30 by 20%.

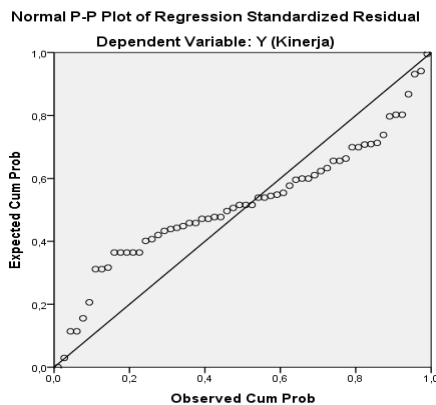
Table 3 Identification of Respondents Based on Education Level

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Middle/high school	18	30	30	30
Diploma	8	13.33	13.33	43.33
S-1	28	46.67	46.67	90
S2	6	10	10	100.0
Total	60	100.0	100.0	

Table 3 above shows that for data on the education level of respondents, the frequency of the first majority is respondents with an undergraduate education level of 46.67%, the second majority frequency is respondents with a junior high/high school education level of 30%, the third majority frequency is education level respondents. Diploma is 13.33%, the fourth frequency is master's education at 10%.

Classic assumption test

- a. Normality test



Picture 1 Normality Test



Figure 1 above identifies that the regression model has met the assumptions previously stated, so the data in the regression model of this study tend to be normal.

b. Multicollinearity Test

Table 4 Multi-linearity Test Results

	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
X1 (Organizational Culture)	,170	5,882
X2 (Physical Working Ling)	,170	5,882

Based on table 4, the multicollinearity test above the VIF and tolerance values shows that all the variables used in this study have a VIF value of no more than 10 and a tolerance close to 1, which means that the regression model does not occur multicollinearity.

c. Heteroscedasticity Test

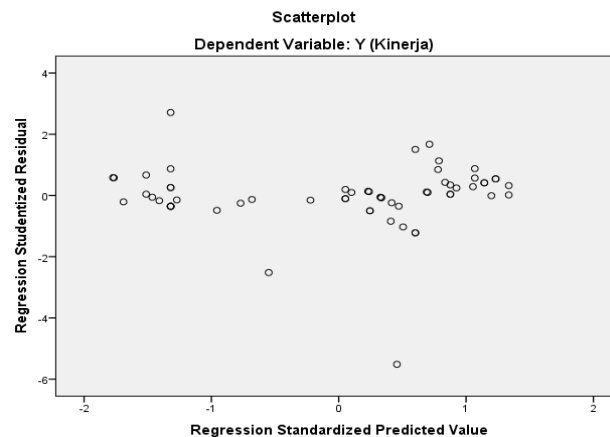


Figure 2 Heteroscedasticity Test Results

Figure 2 above shows the points spread randomly, do not form a clear/regular pattern, and are spread both above and below the number 0 on the Y axis. Thus, "heteroscedasticity does not occur" in the regression model.

Multiple Linear Regression Analysis

Table 5 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	3,575	2,405	
X1 (Organizational Culture)	,322	,139	,327
X2 (Physical Working Ling)	,597	,143	,590

Based on table 5 above, the multiple linear regression equation that can be formulated is as follows:

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$$Y = 3.575 + 0.322X_1 + 0.597 X_2 + E$$

- a) The value of a = 3.575 indicates that if the independent variable, namely Organizational Culture (X1), Physical Work Environment (X2), is in a constant state or does not change (equal to zero), then Performance (Y) is 3.575.
- b) The value of the regression coefficient X1 = 0.322 indicates that if the Organizational Culture has increased by 100%, it will result in an increase in the performance of the Medan Deli Sub-District Office Officer 32.2%. The contribution given by leadership style to performance is 32.2% as seen from the standardized coefficients in Table 4.10 above.
- c) The value of the regression coefficient X2 = 0.597 indicates that if work motivation has increased by 100%, it will result in an increase in the performance of the Medan Deliv Sub-District Office Agency Employees by 59.7%. The contribution given by work motivation to performance is 59.7% as seen from the standardized coefficient in Table 4.10 above.

T test test

Table 6 t test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,575	2,405		1,487	,143
X1 (Organizational Culture)	,322	,139	,327	2,314	,024
X2 (Physical Working Ling)	,597	,143	,590	4,169	,000

Based on the partial test results the influence of leadership style on performance obtained tcount of 2,314 while ttable of 1,665 and has a significant number of 0.000 <0.05. Means that Ha is accepted (H0 is rejected), this shows that there is a significant influence between organizational culture on the performance of Civil Servants at the Medan Deli District Office. Based on the partial test results the effect of the physical work environment on employee performance obtained tcount of 2.459 while ttable of 1.665 and has a significant number of 0.009 <0.05. It means that Ho is rejected (Ha is accepted), this shows that there is a significant influence between the physical work environment on the performance of Civil Servants at the Medan Deli District Office.

F test test

Table 7 F . Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2647,594	2	1323,797	118,567	,000b
Residual	636,406	57	11.165		
Total	3284,000	59			

Based on the results of the Fcount test in table 4-12 above, it can be seen that the value of Fcount <Ftable2.73 is then seen with the results of a significant probability value of 0.000 <0.05, then Ha is accepted and (Ho is rejected), while the Ftable value is based on dk = n-k- 1 = 74 with a significant level of 5% is 2.73. From the results of the SPSS calculation above, it shows that there is a simultaneous significant influence of Organizational Culture and Physical Work Environment on the performance of the Medan Deli Sub-District Office employees.



Coefficient of Determination (R²)

Table 8 Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,898a	,806	,799	3,341

Based on the results of the coefficient of determination in the table above, the value of adjusted R² in the regression model is 0.731. This means that the contribution given by Organizational Culture and Physical Work Environment together to performance is 73.1%, while the remaining 26.9% is influenced by other factors not included in this study.

Discussion

Based on the results of research on the effect of Organizational Culture on Employee Performance at the Medan Deli Sub-District Office which states that t count t table that is 6.981 1.665 is in the reception area Ha so that Ha is accepted (H₀) is rejected, it is stated that Organizational Culture has a significant effect partially on Employee Performance at the Medan Deli Sub-District Office. This means that the level of Organizational Culture can positively or negatively affect employee performance at the company. This is supported by previous research by Imelda Andayani and Satria Tirtayasa (2019) which concluded that: organizational culture variables have a positive and insignificant effect on employee performance variables at the Aceh Tamiang Public Works and Public Housing Service.

Based on the results of the research above regarding the influence of the Physical Work Environment on Performance at the Medan Deli Sub-District Office which states that tcount ttable is 2,459 1,665 and tcount is in the area of acceptance of Ha so that Ha is accepted (H₀), this states that the Physical Work Environment has a significant effect partially on Performance at the Medan Deli Sub-District Office This means that the Physical Work Environment greatly affects performance within the company.

Hal ini didukung oleh penelitian terdahulu oleh Fahriani Astuti Sitepu (2020) disimpulkan bahwa: lebih banyak karyawan pada PT. MNC SKY VISION Tbk MEDAN yang tergolong kedalam generasi milenial yang terlahir antara tahun 1981 sampai 1996 sehingga para karyawan yang terlahir pada generasi milenial akan lebih banyak menuntut kenyamanan dalam bekerja apabila sudah terpenuhinya keinginan mereka maka mereka akan puasa apabila tidak terpenuhinya maka mereka tidak akan puas dan akan menurun pula kinerja.

Mengenai pengaruh antara Budaya Organisasi dan Lingkungan Kerja Fisik Terhadap Kinerja pada Kantor Camat Medan Deli pada penelitian ini sudah jelas terbukti ada pengaruh secara simultan, dimana Berdasarkan hasil uji F didapat nilai Fhitung \geq Ftabel yaitu 13,561 > Ftabel 2.73 with a significance of 0.000 < 0.05 while the value of Ftabel based on N with a significant level of 5% is dk = nk-1 then 60-3-1 = 56 is 2.73. Because Fcountsmaller than Ftabelthen Ha is accepted (H₀ is rejected), meaning that there is an influence of Organizational Culture and Physical Work Environment on Performance at the Medan Deli Sub-District Office.

4. CONCLUSION

From the results of the analysis that have been discussed previously, the following conclusions can be drawn:

From the results of this study by knowing partially there is a positive and significant influence between Organizational Culture on Performance on Performance at the Medan Deli Sub-District Office. From the results of this study by knowing partially there is a positive and significant influence between the Physical Work Environment on Performance at the Medan Deli Sub-District Office. From the results of this study by simultaneously knowing there is a positive and significant

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influence between Organizational Culture and the Physical Work Environment together on Performance at the Medan Deli Sub-District Office.

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