

The influence of organizational culture, work discipline and work motivation on performance State Civil Apparatus (ASN) Medan Trade

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ABSTRACT

This study analyzes the relationship between Organizational Culture and Work Motivation on the Performance of State Civil Apparatus (ASN). The statistical method used is multiple regression with a quantitative descriptive approach using the classical assumption test first. The population of this research is the State Civil Apparatus of the Medan City Trade Service as many as 74 respondents which are calculated from the number of workers in the Medan City Trade Office, the number of samples in the study is 74 people. Meanwhile, simultaneously both Organizational Culture (X_1), Work Discipline (X_2) and Work Motivation (X_3) have a positive and significant effect on the Performance of the State Civil Apparatus of the Medan City Trade Service (Y). The results of this study indicate that partially the Organizational Culture variable (X_1), Work discipline (X_2) and Work Motivation (X_3) have a positive and significant effect on the Performance of the State Civil Apparatus of the Medan City Trade Service (Y)

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1. INTRODUCTION

The Medan City Trade Office is an agency/Regional Apparatus Authorization (OPD) under the Medan City Government, where one of its duties is to foster the economic sector in Medan City, especially in the Trade Sector. The Medan City Trade Office plays an important role in driving the economy of Medan City (Suryani Ritonga & Qarni, 2022). The performance of the state civil apparatus (ASN) has a great influence on the level of service and the success of an agency in carrying out its main tasks. Every organization must be able to try to improve the performance of its employees in achieving the expected goals. (Sirait et al., 2019). Research on organizational culture, work discipline and work motivation on the performance of the state civil apparatus (ASN) at the Medan City Trade Service was carried out because researchers wanted to find out how far organizational culture, work discipline and motivation are closely related to the performance of the state civil apparatus (ASN). Based on information from sources, the problem with the Medan City Trade Office is generally a lack of attention from superiors and subordinates, which means that employees lack the desire or encouragement to do work that exceeds standards. There are still some

behaviors that are still shown by the state civil apparatus (ASN), where work motivation is not optimal in coming to the office on time and also in maximizing office tasks, also sometimes some employees leave working hours without valid information. If ASN is less motivated, then performance at work will also decrease, because motivation and performance are closely related.

Performance is the ability of individuals and groups within an organization to be consistent for organizational goals without violating the law, or violating morals and ethics (Purwanto et al., 2020). Performance is the achievement achieved by employees by completing certain tasks (Putra, 2019). Performance is the result obtained by individuals from their work actions when they carry out an activity at work (Manullang & Noor, 2020). As for the performance indicators of the state civil apparatus: quantity of work, quality of work, efficiency of carrying out tasks, work discipline, initiative, keenness, leadership, integrity and creativity (Isvandari & Idris, 2018). Motivation is the key to organizational success, continuously maintaining the continuity of work within the organization, and contributing to the survival of the organization (Jufrizen & Hadi, 2021), Motivation is the passion and desire to work (Harahap & Khair, 2019). indicators of motivation are needs: self-esteem, physical, social, security and enthusiasm (Arisanti et al., 2019).

Work discipline is the behavior of an individual based on predetermined rules (Ichsan et al., 2020). Work discipline is the rules that must be followed in order to support them to try to increase their awareness and cohesion (Isvandari & Idris, 2018).

Organizational culture It is the result of a process that combines style and behavior, with the energy and pride of a group that tackles a particular issue (Muis et al., 2018), Organizational culture is the values and lifestyle followed by the group (Ainanur & Tirtayasa, 2018). Organizational culture is defined as espoused values that influence human attitudes and behavior (Astarina et al., 2019)

2. RESEARCH METHOD

Quantitative descriptive method where data is quoted directly from all state civil servants (ASN) at the Medan City Trade Service with a total population of 74 people. Because the population is below 100, the sample used is 74 respondents (saturated sample). The multiple linear regression equation model used is

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Information :

Y = Performance

A = Constant

X1 = Organizational Culture

X2 = Work Discipline

X3 = Work Motivation

$b_{1,2,3}$ = Multiple regression coefficient on the dependent variable

e = errors

2.1 Conceptual Framework

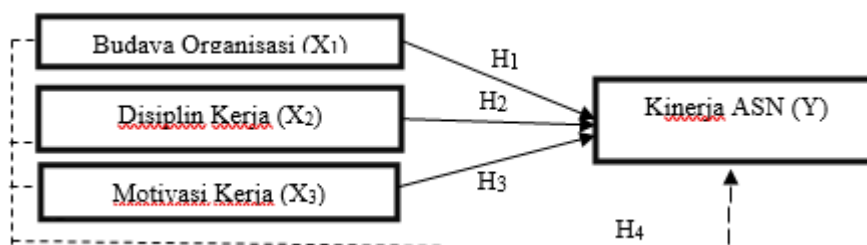


Figure 1. Conceptual framework

2.2 Hypothesis

The hypotheses used in this study are as follows:

- Partially Organizational Culture (X_1), Work Discipline (X_2) and Work Motivation (X_3) have an effect on ASN Performance
- Together Organizational Culture (X_1), Work Discipline (X_2) and Work Motivation (X_3) affect ASN Performance

3. RESULTS AND DISCUSSIONS

3.1 Validity test

The results of the validity test concluded that all variables had an rcount value that was greater than the rtable value so that the research data was concluded to be valid

3.2 Reliability Test

Table 1. Reliability Test

Cronbach's Alpha				Information
Organizational culture	Work Discipline	Motivation	Performance	
0.618	0.801	0.626	0.704	Reliabel

Based on the test results on the reliability test table, the questionnaire produced a Cronbach's Alpha value > 0.60 . It can be concluded that all variable items are reliable.

3.3 Normality test

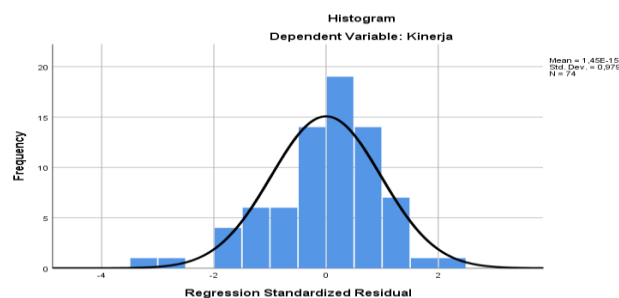


Figure 2. Performance Histograms

Based on figure 2 (chart histogram) which is in the form of a bell, it can be concluded that the data is normally distributed

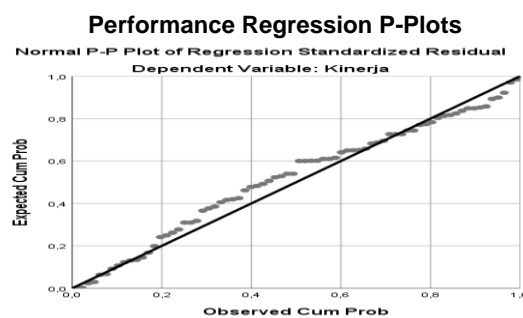


Figure 3. P-P Performance Regression Plots

The picture above shows the data spread around the diagonal line and follows the direction of the diagonal line, so it can be concluded that the regression model of this study does not experience normality problems

Table 2. One Sample K-S Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		74
Normal Parameters^{a,b}	Mean	0,0000000
	Std. Deviation	0,97923649
Most Extreme Differences	Absolute	0,102
	Positive	0,070
	Negative	-0,102
Test Statistic		0,102
Asymp. Sig. (2-tailed)		,054 ^c

The statistical test value is 0.102 and where the standardized residual variable has a significant value of 0.054 is greater than 0.05. This concludes that the residual variables in each variable are normally distributed.

3.4 Multicollinearity Test

Table 3. Multicollinearity Test Results

Model	Coefficients ^a						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Tolerance	VIF
	B	Std. Error	Beta					
1	(Constant)	13,162	2,515		5,234	0,000		
	Budaya	0,424	0,205	0,211	2,065	0,043	0,508	1,967
	Disiplin	0,313	0,147	0,229	2,129	0,037	0,459	2,181
	Motivasi	0,665	0,138	0,468	4,803	0,000	0,558	1,793

3.5 Heteroscedasticity Test

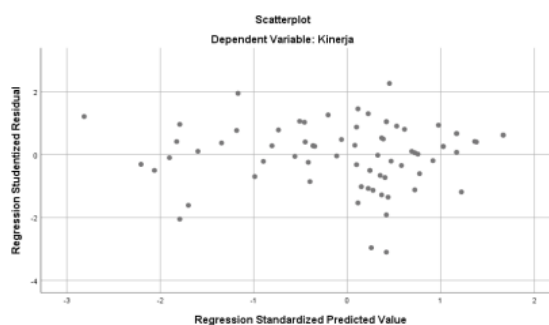


Figure 4. Performance Scatterplots

Figure 4 above shows that the points appear to spread above and below zero and do not converge at a point, and spread on the X and Y axes. Therefore, it is concluded that the regression model in this study does not experience heteroscedasticity problems.

3.6 Multiple Linear Regression Analysis

Multiple linear regression method to prove the effect of independent variables on the dependent variable in this study multiple linear regression tests were used to determine the effect of Organizational Culture, Work Discipline and Work Motivation on Performance. Based on the data processing obtained the following results (Dewi et al., 2020)

Table 4. Multiple Liner Regression Estimation Results

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	13,162	2,515		5,234	0,000
	Budaya	0,424	0,205	0,211	2,065	0,043
	Disiplin	0,313	0,147	0,229	2,129	0,037
	Motivasi	0,665	0,138	0,468	4,803	0,000

a. Dependent Variable: Kinerja

The equation form of the regression model This double linear is:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \quad (2)$$

$$Y = 13.162 + 0.424 (X_1) + 0.313 (X_2) + 0.665 (X_3)$$

The multiple linear regression equation can be interpreted as follows:

1. The constant value (α) is 13,162. shows the level of performance when the values of Organizational Culture (X_1), Work Discipline (X_2), and Motivation (X_3) are zero (0), then the performance is 13.162
2. Organizational Culture (X_1) has a regression coefficient of 0.424 which means that the X_1 variable has a positive influence on Y, this shows an increase of 1 unit of Organizational Culture, so performance will increase by 424%.
3. Work Discipline (X_2) has a regression coefficient of 0.313 which means that the X_2 variable has a positive effect on Y, where the addition of 1 unit of Work Discipline will increase performance by 313%.
4. Work Motivation (X_3) has a regression coefficient of 0.665, it is concluded that the variable X_3 has a positive influence on Y, where each additional unit of motivation increases performance by 665%.

3.7 Partial Test (t test)

Table 5. Partial Test (t test)

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	13,162	2,515		5,234	0,000
	Budaya	0,424	0,205	0,211	2,065	0,043
	Disiplin	0,313	0,147	0,229	2,129	0,037
	Motivasi	0,665	0,138	0,468	4,803	0,000

From the table, it is concluded that:

1. The value (t-count) of Organizational Culture variable is 2.065 > 1.993 (t-table) and a significance level of 0.043 < from the alpha significant level set at 0.05 thus H_0 is rejected and H_1 is accepted, partially Organizational Culture (X_1) has a significant effect on performance (Y).
2. t-count of the Work Discipline variable obtained is 2.129 > 1.993 (t-table) and a significance level of 0.037 < 0.05 (significant alpha) thus H_0 is rejected and H_1 is accepted, partially Work Discipline (X_2) has a significant effect on performance (Y).
3. t-count variable Work Motivation obtained by 4,803 > 1,993 (t-table) and a significance level of 0.000 < 0.05 (significant alpha), thus H_0 is rejected and H_1 is accepted, partially Work Motivation (X_3) has a significant effect on performance (Y).

3.8 F Test (Simultaneous)

Table 6. F Test (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	348,925	3	116,308	39,659	,000 ^b
	Residual	205,292	70	2,933		
	Total	554,216	73			

Based on this test, the F Test table shows the F-count value of Organizational Culture, Work Discipline, and Work Motivation on Performance of 39,659 while the F-table is 2.73, with a significance of 0,000 which is less than 0.05, it can be concluded that all independent variables (X_1 , X_2 , and X_3) simultaneously affect the dependent variable (Y).

3.9 Determination Test (R^2)

Table 7. Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,793 ^a	0,630	0,614	1,713

From the table it can be explained that Adjusted RSquare = 0.614 which means that it explains the magnitude of the influence is equal to 61.4% and the remaining is 38.6% and is influenced by other variables that are not examined such as the Ability Style variable, Work Productivity of the State Civil Apparatus (ASN) and other variables.

4. CONCLUSION

Based on the partial test that (X_1), (X_2) and (X_3), have a positive and significant effect on the Performance of the Civil Servants of the Medan City Trade State, and simultaneously all independent variables (X_1 , X_2 , X_3) also have an effect on the dependent variable (Apparatus Performance State Civil Commerce City of Medan)

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