

## THE INFLUENCE OF ORGANIZATIONAL CULTURE ON WORK ACHIEVEMENT EMPLOYEES AT SDIT RAHMANIYAH DEPOK

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### ABSTRACT

*This study aims to determine the effect of organizational culture on employee work performance. Research subjects were employees of SDIT Rahmadiyah Depok, especially teachers and educators. The population in this study amounted to 79 respondents consisting of 69 teaching staff and 10 teaching staff. Data analysis in this study uses SPSS version 24 software. The results of this study can be concluded that the organization's influence is positively and significantly affected on work performance is 20,3 %, while 79,7% is influenced by other factors not included in this study such as work motivation, work discipline, compensation, work design and job satisfaction. Suggestion from this research is the need for socialization of school organization culture such as vision, mission and philosophy to employees so that they can be clearly understood and widely accepted. It should be held for all employees to encourage improvements in employee performance and not for certain employees.*

**Keyword:** *Organizational Culture, Employee work performance*

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## **INTRODUCTION**

Entering the current era of industrial revolution 4.0, the development of the digital economy is very fast and brings change. The industrial revolution 4.0 brings changes to work adjustments, both in machines, technology, and even humans must adapt to current developments. However, this rapid development has not been able to shift the role of auditors. Public accounting firms are responsible for auditing the published historical financial statements of all publicly traded companies, most other fairly large companies, and many smaller non-commercial companies and organizations (Yasin & Edastami, 2022). Public accountants are needed to foster public trust in company activities and performance. Public accounting services are often used by parties outside the company to provide an assessment of the company's performance through examining financial reports (Asnawi, 2022). Financial reports provide an overview and information on company performance that is needed by internal and external parties as a basis for decision making.

Auditor performance is a manifestation of the work carried out in achieving better or more prominent work results towards achieving organizational goals. Auditor performance can also be interpreted as the level of achievement of an auditor's work results in carrying out the duties and responsibilities he or she carries out (Ahmad & Taylor, 2009).

Role conflict or role conflict is a psychological symptom experienced by auditors which can cause discomfort at work and has the potential to reduce work motivation. This will certainly have an impact on auditor behavior, such as reducing commitment to the organization, creating work dependency, and even decreasing overall performance. Role conflict can also be caused by demands for fulfilling different tasks, responsibilities or orders that must be carried out by auditors at the same time (Putu Tuwenti & Ida Bagus Putra, 2019). This will certainly affect how auditors can carry out their work with quality and pay attention to quantity and timeliness. Role ambiguity occurs when there is no information needed to carry out a task or role. Role ambiguity can also be caused by unclear duties and responsibilities of each auditor and the absence of a monitoring or evaluation system that requires auditors to carry out their work with a certain level of

quality (Çelik, 2013). Psychological well-being is a condition of an individual who has a positive attitude, both towards himself and towards others. A person can have this positive attitude if his psychological state is in a prosperous state so that he is able to make good decisions and is able to regulate all his behavior (Muterera et al., 2024). The psychological well-being factor plays an important role in overcoming the problem of role stress and is able to improve auditor performance (Lohapan, 2016).

## **LITERATURE REVIEW**

Work performance is the result of work that a person has achieved from their work behavior in carrying out work activities. Which means that the work activities carried out by employees so far have resulted in a proud achievement. There are many factors that influence employee work performance. Whether employees work productively or not depends on management policies, motivation, job satisfaction, physical conditions of work, compensation system, job design, economic, technical, behavioral and work environment aspects.

Organizational culture is a system of shared meaning shared by members that differentiates one organization from another, H.S. Becker 1982 in Sedarmayanti (2017:348). Every organization has its own culture.

SDIT Rahmanyah is located at Jalan Lapangan Member Block C No. 11 Sukmajaya Depok, is an educational institution that participates in making the nation's life more intelligent in order to succeed in Indonesia's national development goals. This school is a private educational institution that is under the auspices of the Indonesian Education Service.

From the results of initial observations, the author saw several problems that needed further research to produce changes for the better. These problems include that there are still teachers or employees who violate school rules and lack discipline in attending school, as well as in learning planning, not completing tasks such as making a syllabus, leaving school during working hours.

Based on the description above, the author is interested in conducting research entitled "*The Influence Of Organizational Culture On Employee Achievement At Sdit Rahmadiyah Depok*".

## **METHOD**

The data analysis technique used in this research is using inferential quantitative methods, especially correlational. The correlational method is aimed at finding out the relationship between one variable and another variable. The relationship between one variable and several other variables is expressed by the magnitude of the correlation coefficient and statistical significance. To find out the above, the analysis stage used in this research is: Explaining the profile of SDIT Rahmadiyah Depok, Vision and Mission, SDIT Rahmadiyah Slogan and organizational structure along with its tasks; Explain the characteristics of organizational culture on the work performance of SDIT Rahmadiyah employees, in the following ways:

Descriptive analysis is an analysis that describes respondents' responses regarding the characteristics of organizational culture on employee work performance at SDIT Rahmadiyah Depok by distributing questionnaires to SDIT Rahmadiyah Depok employees, especially to teaching and educational staff who are the samples in this research. Statistical Analysis The statistical test used in this research is SPSS version 24.0, consisting of: Correlation Coefficient is used to determine the closeness of the relationship between two variables and to determine the direction of the relationship that occurs. The correlation coefficient shows how big the relationship is between two variables. The determinant coefficient of determination or coefficient of determination can be used to determine the influence of a variable which is the square of the correlation, with the formula: The Partial Significance Test (t test) is known as a partial test, which is to test how each independent variable influences the dependent variable individually. This t test can be done by comparing the t count with the t table or by looking at the significance column in each t count. The t test uses the same table output as the regression table. With the following conditions: a). If  $t \text{ count} > t \text{ table}$  then there is a strong influence between the independent variable (organizational culture) and the

dependent variable (employee achievement at SDIT Rahmaniya Depok). b). If  $t$  count  $< t$  table then there is a weak influence between the independent variable (organizational culture) and the dependent variable (SDIT Rahmaniya Depok employee achievement).

## RESULTS AND DISCUSSION

In this statistical test the author uses the help of the SPSS version 24 program. The statistical test used by the author consists of: Correlation Coefficient is used to determine the close relationship between organizational culture variables and employee work performance variables and to determine the direction of the relationship that occurs. The simple correlation coefficient shows how big the relationship is between organizational culture variables and employee work performance. To make these calculations easier, the author uses the SPSS 24 program with the following results:

**Tabel 1 Hasil Koefisien Korelasi**

|                   |                     | Budaya Organisasi | Prestasi Kerja |
|-------------------|---------------------|-------------------|----------------|
| Budaya Organisasi | Pearson Correlation | 1                 | .455**         |
|                   | Sig. (2-tailed)     |                   | 0.000          |
|                   | N                   | 79                | 79             |
| Prestasi Kerja    | Pearson Correlation | .455**            | 1              |
|                   | Sig. (2-tailed)     | 0.000             |                |
|                   | N                   | 79                | 79             |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

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rejected, which means there is a significant relationship between organizational culture and employee work performance. Because the correlation coefficient is positive, organizational culture is positively and significantly related to employee work performance. So the conclusion that can be drawn is that organizational culture is positively related to the work performance of SDIT Rahmaniya Depok employees.\

Coefficient of Determination

The calculation of the coefficient of determination was used to determine the influence of organizational culture characteristics on employee work performance at SDIT Rahmadiyah Depok. To make these calculations easier, the author uses the SPSS 24 program with the following results:

**Tabel 2. Hasil Koefisien Determinasi**

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .450 <sup>a</sup> | 0.203    | 0.193             | 5.02454                    |

a. Predictors: (Constant), Budaya Organisaai (X)

*Sumber : Data diolah SPSS 24 (2019)*

The results of the coefficient of determination test in this research obtained an R Square value of 0.203. So organizational culture has a contribution of 20.3% to employee work performance at SDIT Rahmadiyah, and the remaining 79.7% is influenced by other variables such as work motivation, work discipline, job design, compensation, job satisfaction.

Partial Test (t Test) is used to determine the effect of the independent variable on the dependent variable. If the significance value is smaller than 0.05 (sig<0.05), it can be concluded that the independent variable partially has a significant effect on the dependent variable. The following are the results of the t test calculations using the SPSS 24 program, the author presents them in the following table:

**Tabel 4.10 Hasil Uji Parsial ( Uji t )**

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

| Model |                       | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|-------|
|       |                       | B                           | Std. Error | Beta                      |       |       |
| 1     | (Constant)            | 42.388                      | 9.001      |                           | 4.709 | 0.000 |
|       | Budaya Organisaai (X) | 0.468                       | 0.106      | 0.450                     | 4.428 | 0.000 |

a. Dependent Variable: Prestasi Kerja (Y)

*Sumber : Data diolah SPSS 24 (2019)*

From this table it can be seen that the t test results of the independent variables are as follows: The t table value for the organizational culture variable (  $H_a$  accepted. So the hypothesis states that organizational culture variables have a significant effect on work performance.

Analysis of data on 79 employees of SDIT Rahmadiyah which was used as data analysis on 79 employees, who were respondents in this study, it was found that 41 people (51.9%) were women and 38 people (48.1%) were men, of the 79 employees consisting of 69 people (87.3%) were teaching staff and 10 people (12.7%) educational staff, while based on age 20 -29 years there were 19 people (24.1%), ages 30 - 39 years there were 35 people (44, 3%), aged 40 – 49 years as many as 22 people (27.8%), and aged over 50 years as many as 3 people (3.8%). Based on the latest education, there were 3 people at high school level (3.8%), 2 people at Diploma level (2.5%), 71 people at Bachelor Degree level (89.9%), and 3 people at Masters Degree (3.8%). ).

Based on the results of the analysis above, it can be seen that searching for a sample of respondents to obtain information about organizational culture on the work performance of SDIT Rahmadiyah employees can provide accurate data in which the respondents' descriptions show objective informants.

#### Results of SDIT Rahmadiyah Organizational Culture Analysis

The results of hypothesis testing for organizational culture variables have proven that there is an influence between organizational culture and employee performance. Through the results of the calculations that have been carried out, a calculated t value of 4.428 is obtained with a significance level of 0.000 which is smaller than 0.05, which means that the hypothesis in this study  $H_0$  is rejected and  $H_a$  is accepted. This test statistically proves that organizational culture has a positive effect on employee work performance. This means that there is an influence between organizational culture variables on the work performance of SDIT Rahmadiyah Depok employees.

#### The Influence of Organizational Culture on Employee Work Performance

In previous research, Leo Addy Chandra (2013) on the influence of organizational culture on the performance of food security and extension office employees in West Kutai district, where the results of this research showed that organizational culture had a

positive relationship (correlation) with the performance of employees of the district food security and extension office. West Kutai, which means that the better the organizational culture, the better the employee performance.

The above is directly proportional to research on the influence of organizational culture on employee work performance at SDIT Rahmaniayah Depok where there is a positive correlation between organizational culture and employee work performance.

## **CONCLUSION**

There is a significant positive influence between organizational culture on SDIT Rahmaniayah employee work performance. Thus it means more The better the organizational culture in a company, the higher it is too employee work performance. Vice versa, the worse the culture organization is implemented in a company, it will also decrease the employee's work performance. Organizational culture has a predictive value/average score interpretation of 4.04 is in the range 3.40 – 4.19 in the "Good" category, while Employee Work Performance has predictive/interpretive value The average score of 3.91 is in the range 3.40 – 4.19 by category " Good" . Organizational culture has a positive and significant effect, namely 0.455. his shows that there is a positive correlation between cultures organization with work performance, as for the contribution of cultural influence organization on the work performance of SDIT Rahmaniayah employees amounting to 20.3%, while 79.7% is influenced by other factors that are not involved examined in this research such as work motivation, work discipline, design employment, compensation, and job satisfaction.

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