

# INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK ENVIRONMENT TO EMPLOYEE PERFORMANCES AT PTPN II KWALA BINGEI STATE, LANGKAT REGENCY

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**Abstract:** Performance is How somebody expected can works And behave in accordance with task Which has in load to her. Performance in influence Lots among them Organizational Culture And Work Environment. Objective study This is For understand and analyze the influence of organizational culture and work environment to Employee Performance on PTPN II Kwala Bingei Stabat Regency Step up. Approach Which used in this research is a quantitative associative approach using *Proportionate Stratified Random Sampling* . Data collection methods use techniques interview And questionnaire. Technique analysis data use model regression linear multiple, classical assumption test, t test, f test, and coefficient of determination. Partial test results. There is the influence of organizational culture on performance, there is the influence of the work environment on performance. Simultaneous results show the influence of organizational culture and work environment on performance PTPN II Kwala Bingei Stabat Langkat Regency. The R Square value is 0.805, it shows 80.5 contribution variable independent to Employee Performance.

**Keywords:** Organizational Culture, Work Environment, Employee performance

## Introduction

Something company Of course need employee as power it works To use improve product quality. Employees are an important asset for the company, There are many things that need to be considered regarding improving its performance. Good performance is Wrong One target organization in reach productivity Which tall. Performance achieved Good quality cannot be separated from the quality of the source Power man the good one anyway (Umam, 2018. Matter. 186).

Management in needed by every group and individual. Part of an individual's life become a member of one or several organizations such as universities, youth mosques, BEM, youth organizations, entrepreneurs' associations and HIPMI. A very basic part of the organization whatever the shape is target or objective. (Rayhanah et al, 2017. Matter. 2).

Quality human resources are capable human resources creating something innovative through creativity and imagination. In other words resources man have linkages with objective For reach performance Which effective. It is important to pay attention to employee performance because it has an impact on sustainability company.

The function of human resource management in general is to organize and manage human resources as maximally and effectively as possible in order to obtain performance Which maximum. Performance Which maximum got it by employee Which active, have High performance, doing all work on timeby the company, so the company makes various efforts to improve it. If Employee Performance not enough get attention so will impact happen decrease in employee performance later. A decline in employee performance must not be

allowed keep going, because you will causing the agency to suffer losses. Therefore, leader agency must Correct give attention to factors Which influence performance his employees.

The factors that influence employee performance, namely ability and skills, knowledge, job design, personality, work motivation, leadership, style leadership, organizational culture, job satisfaction, work environment, loyalty, commitment and discipline Work. (Cashmere 2018, matter. 189).Employee Performance is performance Which obtained somebody in do task. (Irianto in Sutrisno 2013, p.171)

Lots factor Which influence performance a employee that is culture And work environment, culture and work environment have a very important role in something organization. Because Organizational Culture related tightly with empowerment perpetrator organization in operate wheel business organization. The more strong Organizational Culture, the more big encouragement For reach something its success.

With exists Organizational Culture values can understandable, implanted And carried out by organizational actors. Organizational culture can provide good benefits for the running of an organization so that it can continue to run productively and provide positive development from day to day. Organizational culture is a system of shared values in something organization Which determine level How para employee do activities to achieve company goals (Robbins in Wibowo 2013, p.37). Organizational Culture defined as norm, mark, And understanding Which owned together (culture) from member a number of organization Which support control Which strict at the top. (Stoner And Gilbert 2012, p.54).

Organizational culture is a pattern of beliefs, values, and learned ways face experience Which has developed throughout history organization Which manifests in the settings materials and behavior of organizational members. (Brown in Bismala et al 2015, p.162). Organizational Culture can push or lower or increasing employee performance, depending on the nature of values, beliefs and norms which is adhered to. Organizational culture is what employees perceive and how perception create pattern confidence, mark And hope. (Juliansyah. 2013 p.150).

The work environment also has a big influence in shaping Employee Performances and in carrying out the process of achieving company goals. Work environment Which fun for employees will be able to creates a feeling Spirit Which tall at work so as to avoid feeling bored and tired if the work environment is not suitable met according to employee needs, it can cause employee performance to decline Finally employee No can carry out all work optimally.

The work environment includes the relationships formed between fellow employees or employees and leaders. In the work environment, people interact with each other to be together understand the value of norms and roles that must be carried out, someone who has entered The world of work must be able to adapt and choose between bad and bad behavior good in the work environment and able to adapt his role to the work atmosphere and load work, leadership patterns and job demands. In the process of interaction, processes will occur each other influence. Those influences will become part from himself.

Work Environment is all something Which There is around employee And can influence in operate task Which carried out to her. For example with exists *water conditioner* (AIR CONDITIONING), lighting Which adequate And etc Afandi (2018, p.65). Therefore, it is necessary to get serious attention so that the goals of an organization or company agency can be achieved, both long term and short term. Wrong One target important achieved by agency in frame develop source Power man is create culture And Work Environment so that can increase performance employees in the organization, so that employees can complete tasks in accordance with

position And position they.

## **Literature Review**

### **Employee Performance**

A company needs employees who able to provide good performance high for the company. Because the survival of the company depends on one of them employee performance in carrying out their work. Every employee has competence Which different, This can seen from Employee Performance from each employee.

Performance is

Performance is How somebody expected can works And behave in accordance with the tasks that have been assigned to him (Miner in Sutrisno 2013, p. 170). Any expectations regarding how a person should behave in carrying out a task, means show something role in organization.

Employee performance is the achievement a person obtains in carrying out tasks. The success of an organization depends on the performance of the actors in the organization concerned. By therefore, each unit work in an organization must be assessed for its performance, so that performance Human resources contained in the units of an organization can be assessed objectively. (Irianto in Sutrisno 2013, p.171)

Performance is the result obtained by an organization, both organizations are *profit oriented* and *non profit oriented* which are generated over a period of time. More strictly speaking, performance is the result of work that has a strong relationship with objective strategic organization, satisfaction consumer And give contribution economy. (Amstrong And Baron in Fahmi 2016, p.137)

Performance is as level achievement results. (Rue And Byar in Uba 2013, p. 212). It can be concluded that performance is an achievement or accomplishment achieved by one person employees in carrying out something work Which he did according to the duties and responsibilities assigned to him to fulfill the requirements A work.

According to Kasmir (2016, p. 189), factors influence employee performance is (1) ability And skill, (2) knowledge, (3) design Work, (4) personality, (5) motivation Work, (6) leadership, (7) style leadership, (8) Organizational Culture, (9) satisfaction Work, (10) Work Environment, (11)loyalty, (12) commitment, (13) discipline Work.

According to Afandi (2016, p. 71), factors influence employee performance that is (1) Ability, personality And interest Work, (2) Clarity And reception or clarity of a worker's role which is the level of understanding and acceptance of a person on that task given to her, (3) Level motivation worker.

According to Afandi (2016, p. 73) performance indicators consist of quality, quantity, efficiency in carrying out tasks, work discipline, initiative, thoroughness, leadership, honesty And creativity

### **Organizational Culture**

A company have culture each. This become Wrong One differentiating between one company and another company. There is an organizational culture according to new employees, there are also those who do not fit the organization's culture must be able to adapt if he wants to survive in the company. Organizational culture is something habit Which has taking place long And used and applied in activity life Work as one of the pusher For improve quality Work the employees And manager company. (Fahmi 2016, matter. 186)

Organizational culture is a set of values that controls interactions between one individual in the organization with individual in organizations, or other organizations as

supplier And member public Which served. Organizational Culture formed by para individuals in the organization, the organizational ethics adopted, the employment rights provided to each employee and also the type of organizational structure itself. (Basmala et al. 2015, p. 161). Organizational Culture is What Which perceived employee And How perception create pattern belief, mark, and hope. (Juliansyah Noor 2013, p.150).

Thus it can be concluded that organizational culture is an interaction between para employee with manager in do activity Work And is base every member in attitude And behavior at each activity company Which make adhesive connection between employee as well as managers company.

According to Lorch in Soetopo (2010, p.137), says that culture is strong tend to resist change, seeing the need for change in the light of strong values old values that are maintained and considered good; even though the leadership realizes its importance changes, the responses given still revolve around the old value system as well so that changes That No truly real.

According to Afandi (2016, p. 83), indicator Organizational Culture is implementation norms, implementation of values, beliefs and philosophy, implementation of codes of ethics, implementation ceremony And history organization.

### **Work Environment**

In world Work on something company lotsjk very aspect support Which Supporting the running of a company includes, for example, employees, equipment Work, Work Environment And etc. Things the need very noticed so that achieving goals within the company can goes well. With regard to It is hoped that the work environment can increase enthusiasm for work. If you are enthusiastic about working employees increase, then automatically employee productivity will also increase, if p If this can run well, the achievement of a company's goals will run smoothlyGood.

Work Environment is whole tool tools And material Which faced, environment around Where somebody Work, method Work, as well as arrangement Work Good as individuals or as a group. (Sedarmayanti in Sudaryo et al. 2018, matter. 47). The work environment is everything that is around the employee and can be influence in operate task Which carried out to her. For example withthe presence of *air conditioner* (AC), adequate lighting and so on. (Afandi 2018, p. 65).

Work Environment is whole tool tools And material Which in facing, the surrounding environment where a person works, his work methods, and his work arrangements Good as individual nor as group, Sedarmayati (2011, matter. 2). Work Environment is all something Which There is in around worker And only can influence himself in operate tasks Which in load for example cleanliness, music, lighting, And etc. (Danang Sunyoto 2015, matter 38).

From the definitions above, it can be concluded that the physical work environment is a space that exists for someone who works in a place or company andinfluence condition physique as well as mentally in a way direct in finish task his job. Meanwhile, the non-physical work environment is the condition in which the work relationship occurs Good between superior or with subordinate.

According to Logahan, Tjoe, & Dragon (2012 p.71), Which become indicators work environment, namely work equipment, services to employees, working conditions and connection personal

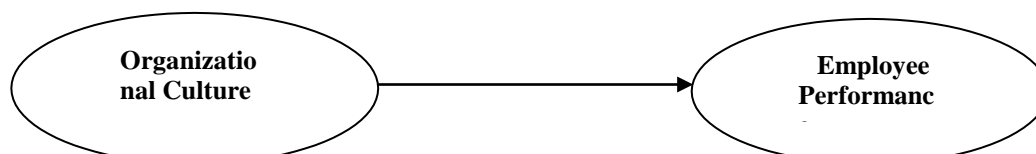
### Conceptual Framework

For complete the research it's a skeleton conceptual is really needed for knowing the relationship or connection between one variable and other variables of the problem Which in thorough. Following variable Which want to in thorough :

#### Influence Organizational Culture To Employee's Performance

Organizational culture can encourage or reduce or increase employee performance, depending on the nature of the values, beliefs and norms that are adhered to. Organizational culture is What Which perceived employee And How perception create pattern confidence, mark And hope, (Juliansyah. 2013 p.150).

Organizational culture is a company's personality that grows by its value system give rise to norm Which about behavior Which reflected in perception, attitude And behavior people Which There is in the organization or company the with thereby culture influence part big aspect life organization or company (Jufrizen 2018, matter. 17). Results study show that organization has a significant effect on employee performance (Jufrizen, 2018; Arianty, 2018; Yudha, 2018; Son, 2014)



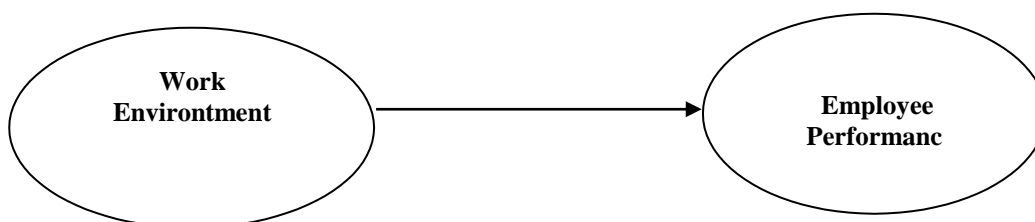
**Picture 1. Influence of Organizational Culture to employee performance**

#### Influence Work Environment To Employee Performance

The workplace certainly has a direct influence on employees who have an impact on them the success of the targets achieved by employees, and of course also influences performance itself. The work environment is the atmosphere or conditions around the location work, if the work environment is good then it can increase the work results achieved so and vice versa, thus it can be said that the work environment can influence performance. (Cashmere 2016, matter. 192).

Work Environment is all something Which There is around employee And can influence in operate task Which carried out to her. For example with the presence of *air conditioner* (AC), adequate lighting and so on (Afandi, 2018, p. 65). There is facility Which adequate will increase employee performance.

Results study show that Work Environment influential significant on employee performance (Bahagia et al, 2018; Siagian and Khair, 2018; Elizar and Tanjung, 2018).

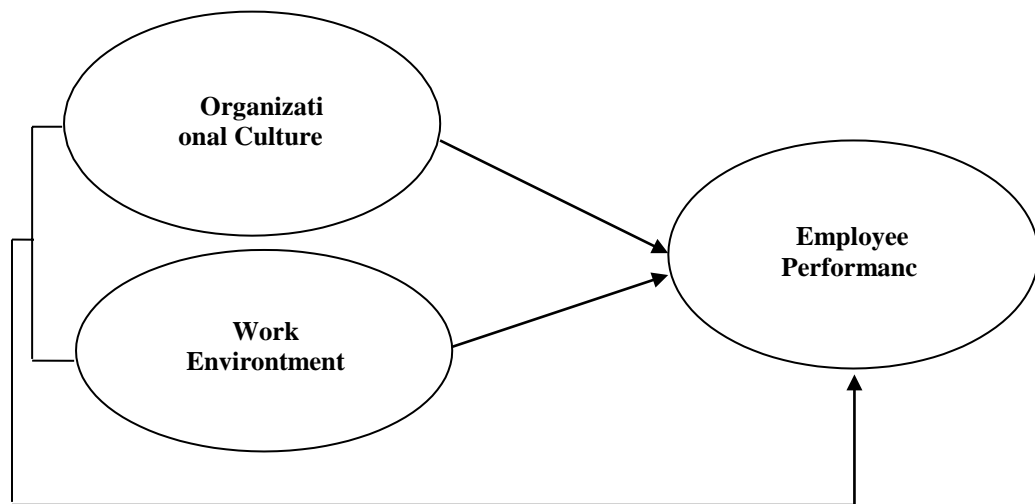


**Picture 2. Influence Work Environment to employee  
Influence Organizational Culture and Work Environment To Employee Performance**



Organizational culture is very important, because there is a good organizational culture can have a direct influence on employees in creating satisfaction at work which has an impact on increasing employee performance. There are factors that can influence the meaning of employee performance is if work environment is carried out appropriately And there is cooperation between employees and leaders, and can create an environment conducive work or good working conditions, then employee performance will slowly improve. land will increase.

Based on the explanation above, organizational culture and work environment influential significant to Performance. Results study show that Organizational Culture and work environment have a significant effect on employee performance (Fachreza, 2018; Sedarmayanti And Rahadian, 2018; Susetyo, Kusmaningtyas, Tjahjono, 2014 ) .



**Picture 3. Paradigm Study**

1. Organizational Culture influential to Employee Performance on PTPN II Kwala BingeiStabat Regency step.
2. Work Environment influential to Employee Performance on PTPN II Kwala Bingei Stabat Regency Step up.
3. Organizational Culture And Work Environment influential to Employee Performance on PTPN II Kwala Bingei Stabat Regency step.

### **Method**

In this research, a type of quantitative associative approach is used It is used with the aim of finding out the relationship between the three internal variables this research, namely the independent variables *are* Organizational Culture and Work Environment. Meanwhile variables bound ( *dependent variable* ) is Performance.

### **Definition Operational**

Definition operational in this research is performance, Organizational Culture, Work Environment.

### **Performance**

Performance is How somebody expected can works And behave in accordance with task Which has charged to her. (Deep miner Sutrisno, 2013).

**Table. 1 Performance Indicator**

No.	Indicator
1.	Quality
2.	Quantity
3.	Accuracy Time
4.	Effectiveness Cost
5.	Supervision
6.	Interpersonal Impact

Source : Bernardin and Russell (2013)

### Organizational Culture

Organizational culture is a habit that has been going on for a long time and is used and applied in work life activities as one of the incentives for increase quality Work para employee And company manager. (Fahmi 2016, matter. 186)

**Table 2. Organizational Culture Indicator**

No.	Indicator
1.	Guarantee self
2.	Firmness in Act
3.	Ability in supervision
4.	Intelligence emotion
5.	Initiative
6.	Need will achievement performance
7.	Need will actulization self
8.	Need will position or position
9.	Need will awards
10.	Need will sense of security

Source: Desmond Graves (2018)Work Environment

The work environment is everything that is around the employee and can be influence in carrying out the tasks assigned to him. For example with exists water conditioner (AIR CONDITIONING), lighting adequate And etc. ( Afandi 2018, matter.65.

**Table 3.**

**Work Environment Indicator**

No.	Indikator
1.	Perlengkapan kerja
2.	Pelayanan kepada karyawan
3.	Kondisi kerja
4.	Hubungan personal

Source : Logahan Tjoe & Dragon (2012, p.38-42)Population And Sample

In study This Which dijumlahkan p population is employee on PTPN II Kwala Bingei Stabat, Langkat Regency. The sample in this research was 73 employees at PTPN II Kwala Bingei Stabat Regency Step up.

### Data Collection Technique

In this research, the data collection techniques used were interviews and questionnaire.

### Data Analysis Technique

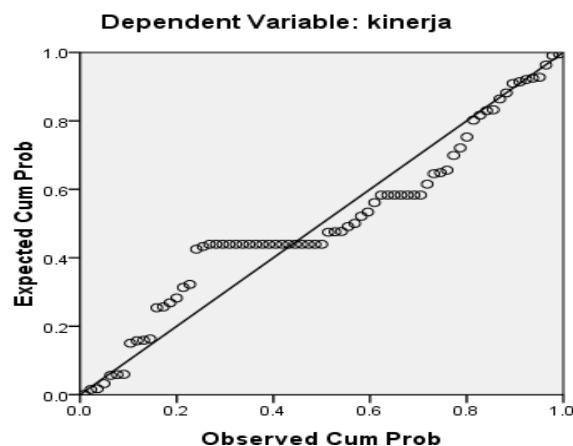
In study This technique Analysis data Which used is regression linear double, test assumption classic, test hypothesis, And coefficient determination.

### Result and Discussion

#### Normality Test

Objective test normality is want to know is distribution A data follows or approaches a normal distribution, namely a data distribution with a bell *shape shaped* ). Good data is data that has a pattern like a normal distribution, namely The data distribution is not skewed to the left or skewed to the right. Method that can used for normality, among other things, graphic analysis and statistical analysis. Normality test The research was carried out by means of graphic analysis. Normality can be detected by see spread data (point) on axis diagonal from chart or with see histogram from the residual

Normal P-P Plot of Regression Standardized Residual



Picture 4. P-P plot normality

#### Multicollinearity Test

Test This used For test is on model regression found correlation Whichstrong between variables independent provision the test Can seen from table below this.



**Table 4. Coefficients <sup>a</sup>**

Model	Collinearity Statistics	
	tolerance	VIF
(Constant)		
Organizational Culture	496	2,015
Work Environment	496	2,015

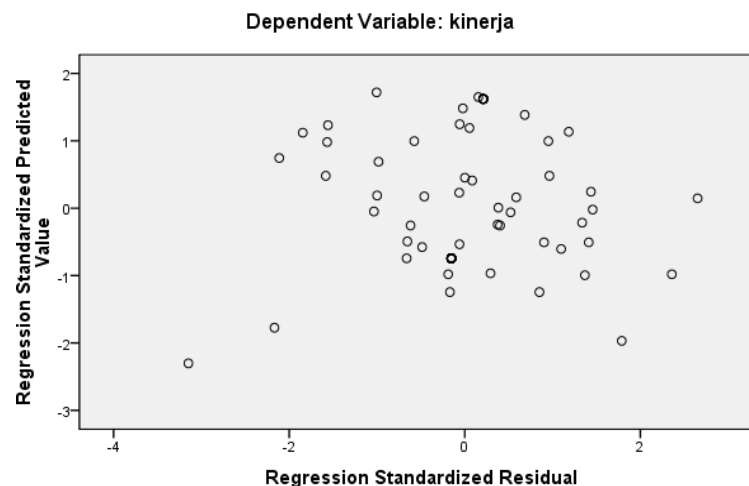
a. Dependent Variables: performance

From the table above you can Second The independent variable has a VIF value within the limits tolerance Which has determined so that No happen multicollinearity in variable independent study This Because Method Which used for rate it is with Look at the value of the variance inflation factor ( VIF) Tolerance > 0.10 then No there is multicollinearity.

### Heterodecacy Test

Heteroscedasticity is used to test whether in the regression model, this occurs inequality of variance of the residuals of an observation other. If residual variance from a observation Which other still, so called homoscedasticity, And If variance different called heteroscedasticity. Model Which Good is not occur heterodecadacity.

**Scatterplot**



**Picture 5. Scatterplots**

Picture on has show that dot, dot, dot spread in a way random, No forms a clear regular pattern, and is spread both above and below the number 0 on Y axis. with thereby "No happen heteroscedasticity “ in the table regression.

## Regression Liners Multiple Test

**Table 5. Coefficients <sup>a</sup>**

Model	Unstandardized Coefficients		standardize d Coefficients		ig.
		earlier. Error	eta		
(Constant)	.144	,786		.128	263
Organizational Culture	255	089	046	,616	002
Work Environment	484	079	929	,393	000

Source : Results Study (2019)

## Hypothesis Test

**Table 6. Coefficients <sup>a</sup>**

Model	Unstandardized Coefficients		standardize d Coefficients		ig.
		earlier. Error	eta		
(Constant)	.144	,786		.128	263
Organizational Culture	255	089	046	,616	002
Work Environment	484	079	929	,393	000

Dependent Variables:

Source: Results study (2019)

From the table above it can be seen values for partial tests in research This nfor criteria testing Partial 73 respondents is known mark df (n-2) in matter This df (73-2) = 71 obtained t value table worth 1,993, results from testing hypothesis will explained under This.

1. The influence of organizational culture on performance, from the results of the table above, the t value is obtained calculated is 3.616 and sig 0.002 while the t table value is 1.992 in this case calculated (3.616 > 1.993) T table with a significant 0.002 < 0.05 which means Culture The organization has a significant effect on

employee performance at PTPN II Kuala Bingei Stabat.

2. The influence of the work environment on performance, from the results of the table above, the t value is obtained calculated is 7.393 and sig 0.000 while the t table value is 1.993 in this case counted ( $7,393 > 1,992$ ) Q table with significant  $0,000 < 0,05$  Which It means Work environment has a significant effect on Employee performance on PTPN II Kuala Bingei Stabat.

### F Test (Simultaneous Test)

**Table 7. 14ANOVA <sup>b</sup>**

Model	Sum of Squares	f	Mean Square		ig.
Regression	1110.833		55,417	4,178	000
Residual	269,660	0	,852		<sup>a</sup>
Total	1380.493	2			

a. Predictors: (Constant), Work Environment, Organizational Culture

b. Dependent Variable:performance

Source : Results study (2019)

From the table above, it can be seen that the value for calculated F is 44.178 and is significant at 0.000, for each independent variable, for 5% error test (0.05) 2 sided test and  $dk = n-2$  ( $73-2 = 71$ ) the calculated F value = 3.13 is obtained in this case  $f_{count} > F_{table}$  ( $44.178 > 3.13$ ), with a significant  $0.00 < 0.05$ , meaning organizational culture and work environment influential significant to Employee performance on PTPN II Kuala Bingei Stabat.

### Coefficient Determination

**Table 8. Model Summary**

odel		Square	adjusted R Square	Std. Error of the Estimate
	897 <sup>a</sup>	805	799	1.96272

a. Predictors: (Constant), Work Environment, Organizational Culture  
Source : Results Study (2019)

$R_{value}$  Square as big as 0, 805 means 80.5% contribution amount variable, Organizational Culture, and compensation for employee performance at PTPN II Kuala Bingei Stabat, whereas the remaining 19.5% influenced by factor other Which No researched.

## Discussion

### Influence Organizational Culture To Performance

There is an influence of organizational culture on performance, seen from the calculated t value of  $3.616 > t_{table} 1,993$  And  $sig\ 0.002 < 0.05$  It means in a way Partial Organizational Culture influential And significant impact on employee performance at PTPN II Kuala Bingei Stabat. Organizational culture can encourage or reduce or increase employee performance, depending on the nature adhered to the values, beliefs and norms. Organizational culture is what perceived employee And How perception create pattern belief, value and hope. (Juliansyah. 2013 p.150)

### Influence Work Environment To Performance

The influence of the work environment on performance can be seen from the calculated t value of  $7.393 > t_{table} 1,993$  and significant in research This is the work environment influence on Employee Performances at PTPN II Kuala Bingei Stabat. The workplace certainly has a direct influence towards employees which has an effect on the success of targets achieved by employees, and Of course, this also affects performance itself. The work environment is an atmosphere or condition in around location place Work, If Work Environment Good so can increase results Work Which in achieved so Also on the contrary, with thereby can said to be environmental work can be done influence performance. (Cashmere 2016, matter. 192).

### Influence Organizational Culture And Work Environment To Performance

From table  $f_{value} F_{count} > f_{table} 44.178 > t_{table} 3.12$ , with significant  $0.000 < 0.05$ , organizational culture and work environment influence on employee performance at PTPN II Kuala Bingei Stabat. Mark *R Square* as big as 0.805 means 80.5% magnitude contribution variables, organizational culture, and compensation for employee performance at PTPN II Kuala Bingei Stabat, whereas the rest 19.5% influenced by factor other Which No researched. Based on the explanation above, organizational culture and work environment influential significant to performance. Results study show that Organizational Culture And Work Environment influential significant to employee performance.

## Conclusion

1. Organizational Culture influential And significant to Employee Performance on PTPNII Kuala Bingei Stabat,
2. The work environment has a significant and influential effect on Employee performance at PTPN II Kuala Bingei Stabat.
3. Organizational culture and work environment has a significant and influential effect on Employee Performance on PTPN II Kuala Bingei Stabat.

## Suggestion

1. The organizational culture that needs to be improved is the employees like if given appreciation for the results that have been achieved, with awards for the results achieved employee will make they more enterprising in Work
2. It is necessary to provide complete facilities to each employee to improve Employee Performance in PTPN II Kuala Bingei with in full facility will support employee performance Which more Good.
3. To improve performance, it is necessary to pay attention to employee accuracy in working, with Work more thorough so results obtained Also more maximum.

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