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The Impact Organizational Culture, Employment Spirit And, Job Satisfaction On Employee Work Productivity

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Abstract

The definition of the issue in this examination is whether hierarchical culture, work excitement, and occupation fulfillment have a concurrent beneficial outcome on representative work efficiency at the Village Community Empowerment Service, Women's Empowerment and Child Protection in Sibolga City. This investigation means to decide the impact of the impact of hierarchical culture, work soul, and occupation fulfillment on the work usefulness of representatives at the Village Community Empowerment Service, Women's Empowerment and Child Protection in Sibolga City. The example in this examination were all workers at the Village Community Empowerment Service, Women's Empowerment and Child Protection in Sibolga City, upwards of 42 individuals. The information investigation method in this assessment is Multiple Linear Regression Analysis.The outcomes showed; Organizational Culture part of the way has no impact and isn't huge on Employee Performance; Work spirit halfway has a positive and critical impact on Employee Productivity; Job fulfillment in part immensely affects delegate productivity

1. Introduction

With regards to human asset strengthening, to create proficient representatives with high honesty, there is a requirement for standard reference forced by an association. The standard reference is an authoritative culture that methodicallly drives representatives to further develop their work items. Then again, the soul of work is something that additionally needs to stand out enough to be noticed from the authority of the association. The soul of work is a lot more prominent job and impact on work efficiency.

The spirit of work can move from low work spirit to high work spirit or vice versa depending on the factors that affect and coaching that is done continuously. Similarly, where the spirit of work itself can certainly be seen the quality with increased work usefulness or accomplishing the predefined focus, According to (Sutrisno, 2016), productivity is generally defined as the relationship between output (goods or services) and input (labor, materials, money).

Meanwhile, according to Hasibuan in (Busro, 2018), productivity is "a comparison between output (result) and input (input). If productivity rises it will improve efficiency (time- materials-labor) and work systems, production techniques and the improvement of skills of its workforce".

2. methods

a. Population and Samples

According to (Sugiyono, 2018) "population is a generalized area consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions". For this study, the population of 42 people, namely employees in the village community empowerment office, women empowerment and child protection Sibolga City. According to (Sugiyono, 2018) samples are "part of the number and characteristics that the population has

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samples,", in this study are all employees in the Community Empowerment Office of the ministry. Women Empowerment and Child Protection sibolga city of 42 people.

b. Data collection techniques with

1) Interviews, Interviews directly or indirectly with employees at the Community Empowerment Office of The Village of Women Empowerment and Child Protection Sibolga City
2) dissemination of questionnaires, the spread of questionnaires is conducted on respondents totaling 42 people

c. Data analysis techniques

In this section will be discussed about the form of spreading respondents' answers to the overall concept measured. From the distribution of the respondent's answer, then there will be a tendency from all the answers that exist. In this study the method used in analyzing data is a deriftive statisticalanalysis. According to (Sugiyono, 2017) which is meant by descriptive statistical analysis is "statistics used to analyze data that has been collected as it is without intending to make conclusions that apply to generalization or generalization".

1) Scorring

The data to be used in this study are primary data and secondary data. Primary data obtained by researchers by means of observation, questionnaires and documentation. The data collected from the questionnaire will be scored with a likert scale of 1-5 as follows: ranging from Strongly Agreed (SS) to Strongly Disagree (STS)

2) Tabulating

Grouping the answer data correctly and thoroughly, then calculated and summed up in tangible structure. In light of the aftereffects of the table the outcomes are agreed to create a table information to obtain relationships or other influences between existingvariables.

3. Data quality testing

The method used to test validity is to perform correlations between deck or variable question item scores. Test with a total construct or variable score. The significance test is conducted by comparing rhitung > rtabel then the indicator is declared valid. This validity test is assisted by SPSS vs.19 program with the following test stages:

1) Validity test

The method used to test validity is to perform correlations between deck or variable question item scores. Test with a total construct or variable score. The significance test is conducted by comparing rhitung > rtabel then the indicator is declared valid. This validity test is assisted by the SPSS vs.19 program.

2) Reliability test

One method of reliability testing is to use Alpha Cronbach. Standart used in determining reliable and not a research instrument umunya is a comparison between rcalculate with r_{table} at a confidence level of 95% or significance level of 5%. Cronbach Alpha with the criteria for taking desperation as stated by (Ghozali, 2016) i.e. if the Coefficient of Cronbach Alpha > 0. 7 then the inquiry is declared solid, in any case on the off chance that the Coefficient of Crombach Alpha < 0.7, the inquiry is pronounced untenable.

4. Classic assumption test

Classic asumi testing is required to determine if the results of regression estimation are carried out, completely free from the presence of heteroskedastisity symptoms, multicolinearity symptoms, autocorrelation symptoms and symptoms of normality. Regression model will be able to be used as an unbiased estimation tool if it has qualified BLUE (Best Lineasr Unbiased Estimator) ie no heteroskedastistas, no multicolinearity, no autocorrelation and normal distribution. If there is multicolinearity, there is no autocorrelation and normal distribution. If there is Heteroskedastisitas, then variants are not constant so it can cause bias standart error. If there is multicolinearity, it will be difficult to isolate individual influences from variables, resulting in low levels of coefficient of regression significance. With the autocorrelation resulted in the estimator still remains biased and still remains consistent it just becomes inefficient.

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5. Hypothesis test

Hypothesis testing is a procedure performed with the aim of deciding whether to accept or reject hypotheses regarding population parameters. Hypothesis testing in this study using multiple linear regression analysis techniques with the formula $Y= a + b_1X_1 +b_2X_2 + b_3X_3 + €$ where:

Y Work Productivity

a **:** Constants

b : Regression Coefficient

X_1: Organizational Culture

X_2: Spirit of Work

X_3: Job Satisfaction

€: Standart Error

1) Test F (concurrent testing)

This test is performed to decide if all variables are independent together (at the same time) can influence subordinate variables. The way utilized is to analyze the$_{calculated}$ F esteem with the$_{table}$ F valuewith the accompanying conditions

H0: β = 0, which means there is no critical impact of autonomous variables on dependent variables all the while

Ha: β= 0, implies there is a huge impact of autonomous variables on dependent variables all the while the level of trust utilized is 95% or the degree of importance 5% (α = 0.5) with the accompanying models:

a) If $F_{calculates} > F_{table}$ andprobability (critical worth) < importance level of 5% (α = 0.5) then, at that point Ha is acknowledged and H0 is dismissed means that there are independent variables together have a significant influence on dependent variables.
b) If $F_{calculates} < F_{table}$ andprobability (significant value) > significance rate of 5% (α = 0.5) then H0 is accepted and Ha rejected means that there are independent variables together have no significant effect on dependent variables

Where F table is determined by looking for the free degree ie df1 = k-1 and df2 = N-k, where N = Number of samples and k = number of variables.

2) Test t (partial testing)

The t test is performed to decide the impact of each incompletely free factor on dependentvariables. T test is finished by contrasting t mean something negative for table t and the followingconditions:

H0: β = 0, which means there is no critical impact of free factors on subordinate factors

Ha: β> 0, which means there is a critical impact of free factors on subordinate factors inpart. The level of trust utilized is 95% or the degree of importance 5% (α = 0.5) with the models as straightaway:

If Tcalculates the table's >T and probability (immense worth) < significance level of 5% (α = 0.5) then Ha is recognized and H0 is excused significance there are free factors together influencing ward factors.If Tcalculates the table's <T and likelihood (huge worth) > importance level of 5% (α = 0.5) then, at that point H0 is acknowledged and Ha is dismissed importance there are free factors together have no critical impact on subordinate factors.

6. Coefficient of assurance

The coefficient of confirmation (R2) essentially checks how much the limit of the illustrative variable is (X1), (X2), (X3), in depicting the assortment of ward factors for instance (Y). The coefficient of affirmation is between nothing (0) and one (1). Asmall R2 regard infers the limit of free factors to portray subordinate variable varieties is exceptionally restricted. As a rule, the coefficient of assurance for cross segment information, moderately low because of the huge variety between every perception, while for time series information ordinarily has a high coefficient of assurance. The major downside of utilizing a coefficient of assurance is that it very well may be against the amount of self-ruling elements went into the model.

Every additional one free factor, then R2 obviously grows whether or not the variable through and through impacts subordinate components. various experts propose using an Adjusted Rvalue of2(Adjusted R Square) while surveying which is the best backslide model. Unlike R2,

the Adjusted R valueof 2 can go up or down if one independent variable is added to the model. For more than two free factors use Adjusted R2.

3. Results and Discussions

3.1 Results and conversation Population and Samples

Respondents in this study were 42 service employees (PMK. PP&PA). Most of the respondents were women with a total of 25 people or as much as: 60%. While male respondents numbered 17 people or as much as: 40%. The age of employees in the service (PMK, PP &PA), in the range between 25 years and more than 50 years, most of the respondents aged between 31 - 40 years are: 42.86%. Most of the employees have a final-level high school education, which amounts to 28 respondents or as much as: 67%.

Table.1
Validity and Reliability Test Results

variable	Indicators	Correlation (r)			coefficient Alpha cronbach	Status
		R	Sig	Status		
culture	X1.1	0,698	.000	Valid	0,815	Reliable
	X1.2	0,5	.000	Valid		
	X1.3	0,424	.000	Valid		
	X1.4	0,547	.000	Valid		
	X1.5	0,589	.000	Valid		
	X1.6	0,328	.000	Valid		
	X1.7	0,575	.000	Valid		
	X1.8	0,424	.000	Valid		
	X1.9	0,634	.000	Valid		
	X1.10	0,446	.000	Valid		
spirit	X2.1	0,778	.000	Valid	0,882	Reliable
	X2.2	0,695	.000	Valid		
	X2.3	0,695	.000	Valid		
	X2.4	0,423	.000	Valid		
	X2.5	0,689	.000	Valid		
	X2.6	0,458	.000	Valid		
	X2.7	0,697	.000	Valid		
	X2.8	0,496	.000	Valid		
	X2.9	0,602	.000	Valid		
	X2.10	0,638	.000	Valid		
Satisfaction	X3.1	0,516	.000	Valid	0,885	Reliable
	X3.2	0,713	.000	Valid		
	X3.3	0,376	.000	Valid		
	X3.4	0,739	.000	Valid		

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	X3.5	0,873	.000	Valid		
	X3.6	0,685	.000	Valid		
	X3.7	0,387	.000	Valid		
	X3.8	0,401	.000	Valid		
	X3.9	0,824	.000	Valid		
	X3.10	0,796	.000	Valid		
	Y1.1	0,491	.000	Valid		
	Y1.2	0,699	.000	Valid		
	Y1.3	0,404	.000	Valid		
	Y1.4	0,632	.000	Valid		
Productivity	Y1.5	0,838	.000	Valid	0,875	Reliable
	Y1.6	0,672	.000	Valid		
	Y1.7	0,372	.000	Valid		
	Y1.8	0,43	.000	Valid		
	Y1.9	0,809	.000	Valid		
	Y1.10	0,781	.000	Valid		

Validity checks during this study showed that each variable indicator had a correlation value>0.3 04, meaning that the form used made it possible to gather information because the questions used in the form to measure the variables studied had valid accuracy. Unwavering quality tests are used to measure how reliably an instrument is used in research. This test uses the Cronbach alpha coefficient. The instrument is said to be feasible if it has a Value of Cronbach's alpha of more than 0.6 and is considered problematic if Cronbach's alpha.

a. Classic Assumption Test

1. Data Normality Test

Data Normality testing aims to see the normality of the data distribution to be analyzed. A good regression model is a normal or near-normal distribution. To see the normality of this data used chart approach i.e. Normality ProbabilityPlot.

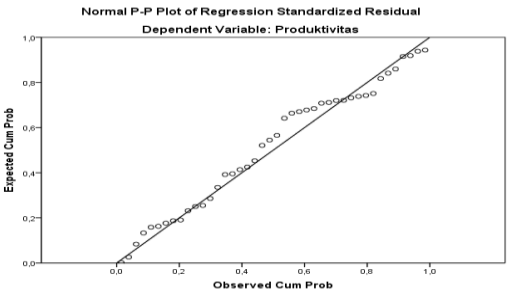

Figure 2
Normality test results

In Figure 2 above shows the view that the normal plot graph shows the scattering of data of scattered points, and in the direction of the diagonal line so that this regression model can be inferred to meet the assumption of normality.

2. Multicolinearity Test

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Multicolinearity testing was conducted to see if the regression model found any correlation between free variables. If there is a correlation, then there is a problem of multicolinearity. The way to detect it is to look at the variance inflation factor (VIF) value. In the SPSS output of the Coefficient section, all VIF numbers are below 10, this indicates that there isno multicolinearity, as can be seen in the table below:

Table 2
Multicolinearity Test

Coefficientsa								
type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		b	Std. Error	beta			Tolerance	VIF
1	(Constant)	10,067	6,731		1,496	0,143		
	Organizational Culture	0,009	0,131	0,007	0,065	0,948	0,977	1,024
	Spirit of Work	0,36	0,108	0,436	3,32	0,002	0,642	1,558
	Satisfaction	0,394	0,123	0,417	3,206	0,003	0,652	1,533

3. Heteroskedastisitas Test

Scatterplot charts were used in this investigation to test heteroskedastisitas. In the relapse model, multicolinearity tests are conducted to determine the inequality of residual variants from one observation to another. From the results of spss analysis. 19 can be seen in Figure 3 as follows:

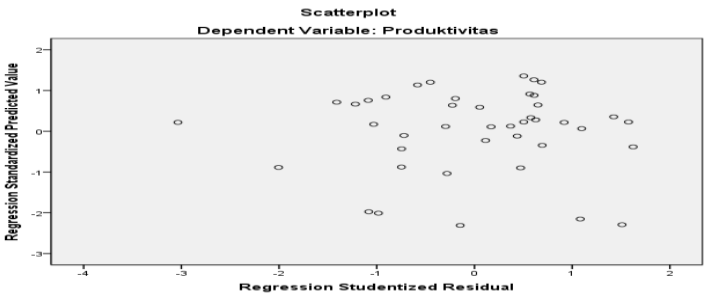

Figure 3
Heterokedastisity Test

In the SPSS yield in the Scatrerplot segment, the spots are spread haphazardly, don't shape a specific example that is clear, and dissipated both above and under zero on the Yaxis.

4. Hypothesis Test

To find out more in-depth from the influence of independent variables in this study used multiple regression analysis, whether it has an influence on dependent variables. The results of data analysis calculation using statistical analysis and data are processed with SPSS. The results of t test calculation can be seen in table 3 below:

Table 3
t Test (Partial Testing)

type	Standardized Coefficients	t	Sig.

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		beta		
	culture	0,007	0,065	0,948
1	spirit	0,436	3,32	0,002
	Satisfaction	0,417	3,206	0,003

Based on the table for variable X1, the culture obtained$_{a\ calculated}$ t value of 4,417 and a significance value of 0.000. While the$_{table}$ t value at a confidence level of 95% (α:0.05) is 2.018. Therefore, the t value $_o$f th$_{e\ calculation}$ of < t_{table} (0.65 <2,018) then H_a rejected and received H_0 hypothesis in this study, namely the organizational culture variable partially has no effect and is not significant to the work productivity of employees in the Office of PMK, PP & PA Sibolga City. For variable X2, the$_{t\ value}$ is calculated at 3,320 and the significance value is 0.002. While the$_{table}$ t value at a confidence level of 95% (α:0.05) is 2.018. Therefore, the t value$_{of\ t\ count}$ < t_{table} (3,320 < 2,018) then H_0 is accepted and rejected H_a hypothesis in this study, namely the variable Spirit of Work partially affects the productivity of employees in the Office of PMK, PP, PA Sibolga City.And for variable X3 that is satisfaction obtained $_{tcalculated}$ value of 3,206 and significance value of 0.003. While the$_{table}$ T value at a confidence level of 95% (α:0.05) is 2.018. Therefore, the t value$_{of\ t\ count}$ > t_{table} (3,206 > 2,018) then H_0 rejected and received H_a hypothesis in this study, namely the variable Job Satisfaction partially positively and significantly affect the work productivity of employees in the Office of PMK, PP, PA Sibolga City.

Table 4
F Test Results

ANOVAb						
type		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	1128,227	3	376,076	17,49	0
1	Residual	817,106	38	21,503		
	Total	1945,333	41			

it very well may be seen that the determined F esteem is 17,490 and the critical worth is0.000. It is realized that nila Ftable with a certainty level of 95% (α: 0.05) is 2,840. Hence the worth of Fcount> Ftable (17,490) > (2,840) Then H0 dismissed and Ha acknowledged, Ha in this investigation that will be that the authoritative culture of work soul and occupation fulfillment influences at the same time on the work usefulness of representatives in the Office of PMK, PP and PA Sibolga City.conclusion.

4.**Congclusion**

Organizational culture partially has no effect and is insignificant to the Performance of Employees in the Office of PMK, PP &PA Sibolga City witha t count value of < ttable (0.65 <2,018).mThe spirit of work partially positively and significantly affects the Performance of Employees in the Office of PMK, PP &PA Sibolga City with at count value of < ttable (3,320 < 2,018). Partial Job Satisfaction has a positive and significant effect on Employee Performance in the Office of PMK, PP, PA Sibolga City with at count value of > ttable (3,206 > 2,018). Organizational culture, work spirit and job satisfaction simultaneously have a positive and significant effect on the work productivity of employees in the Office of PMK, PP, PA Sibolga City with niai Fcount > Ftable (17,490) > (2,840) The R Square value in the table above is 0.450. This shows that 54.7% of employee productivity variables in the Pmk, PP &PA department can be explained by

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organizational culture variables, work spirit and job satisfaction while the remaining 45.3% were not conducted research

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