

CULTURAL ORGANIZATION WORKING ON EMPLOYEES PERFORMANCE IN DEPARTMENT OF AGRICULTURE YAHUKIMO REGENCY

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**CULTURAL ORGANIZATION WORKING ON EMPLOYEES
PERFORMANCE IN DEPARTMENT OF AGRICULTURE
YAHUKIMO REGENCY.**

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ABSTRACT

Research aims 1) to assess and analyze the impact of Work Environment, Motivation, and Organizational Culture on Employee Performance at the Department of Agriculture Yahukimo, and 2) to examine and analyze the factors most dominant influence on employee performance Yahukimo District Education Office.

Data collection methods used are observation, interview and questionnaire. Data were analyzed descriptively and quantitatively using Multiple Linear Regression Analysis. The sample with 66 respondents..

Results of testing statistical analysis showed that simultaneous work environment factors (X1), motivation (X2), and organizational culture (X3) significantly affects work performance of employees at the Department of Agriculture office Yahukimo. This can be evidenced by Fratio amounted to 153 209 with a significance level of 0.000 is greater than alpha (α) is 0.05. That means this study proved the first hypothesis ..

Statistical analysis showed that the work environment factors (X1) has a more dominant influence on the performance of an employee in the office of District Agriculture Office Yakuhimo. This is evidenced by the multiple regression coefficient for 0675 and tcount of 4.621 at a significance level of 0.000 alpha (α) is 0.05. This means that by increasing the motivation to work strongly supports the work performance.

Keywords: Work Environment, Motivation, Organizational Culture, Performance Employees.

1. INTRODUCTION

Government organizations as public organizations exist to organize and serve activities related to efforts to improve people's welfare. As an educational organization, the service aspect is the main activity so that employee satisfaction and community satisfaction are indicators of the organization's performance. For this reason, there are 3 (three) main elements that underlie the arrangement of this authority, including: 1) routine activities of each organizational unit are designated as official tasks, 2) these tasks are relatively stable, meaning they do not experience changes -significant changes and the authority to implement it is fully bound by the applicable regulations, and 3) there is regularity in both mechanisms and procedures, standard ways to ensure the continuity of the implementation of tasks by employees who meet the qualifications according to the provisions - applicable provision.

Human resources bound to an organization in a contract and cooperation are called micro human resources (employees/employees/staff), while independent human resources are called macro human resources. Human resource theory provides various tools that can be used as follows: 1) identify human resource problems, 2) explain human resource phenomena, 3) predict things that can or will happen in the field of human resources, and 4) provide solutions to human resource problems. The potential or energy used by a worker to work varies. While the term "employee" is used for middle-level organic workers (white collar) and above.

The implementation of regional autonomy in the framework of decentralization is a complex and continuous task. In the early stages of decentralization, various types of authority were transferred from the central government to various institutions, especially sub-national government institutions. The new challenge relates to the ability of the institution that received the transfer of authority to manage it properly and correctly. Without good management, the goals of decentralization, namely for democratization, effectiveness and efficiency as well as justice, will not be achieved.

The challenges faced by the Regional Government and Communities in Papua Province after the implementation of the Special Autonomy Law No. 21 of 2001 relating to Human Resources (HR) are: (1) relatively low productivity of human resources when compared to other regions, (2) relatively low quality of human resources as reflected by the average education, knowledge and skills which is low, and (3) the diversity of the quality of human resources is still very large. In addition, in the "open system environment" approach, namely: 1) Negative entropy (expiration), has the ability to bring new energy, new material, and new information in the form of input (input) and feedback from the environment., 2) Differentiation, has the tendency to become complex by forming departments, sub-departments and their parts according to environmental demands, and 3) Synergy, having the ability to combine parts to anticipate environmental changes. The state of an open system is a dynamic balance in which its various subsystems operate to achieve goals and objectives, adapt to the environment, and exercise self-regulation with its internal strengths and weaknesses.

Government organizations as public organizations exist to organize activities related to efforts to improve employee welfare. Government apparatus in the Indonesian public bureaucracy work on the basis of predetermined authority. For this reason, there are 3 (three) main elements that underlie the arrangement of this authority, including: 1) routine activities of each organizational units are defined as official tasks, 2) these tasks are relatively stable meaning that they do not experience significant changes and the authority to carry them out is fully bound by the applicable regulations, and 3) there is regularity in both mechanisms and procedures, ways which has been standardized to ensure the continuity of the implementation of duties by employees who meet the qualifications according to the applicable provisions. Improving the quality and morale of the government apparatus is one of the apparatus resource development programs,

specifically having several actions that need attention, including: 1) streamlining institutional units, 2) accelerating efforts to implement the local government system, 3) making efforts so that government organizations can be more flexible, and 4) make efforts for the government apparatus to be more open in their relations with the people they serve.

Ndraha (2002: 66) that the environment in an organization is a tool to achieve efficiency, while work is the process of achieving goals both personal goals and organizational goals. while the role of the work environment, namely: 1) the work environment that plays a direct role in forming values, namely quality education is called the operational technical work environment, 2) the operational technical work environment consists of several jobs which are relatively different from one another, but must be interconnected placed in one system, and 3) management includes various types of work, in a certain extent and intensity.

Employee motivation is a condition or energy that drives employees in a directed manner to achieve organizational goals (Mangkunegara, 2005:61). The most important thing that every employee who works in government organizations has is: 1) psychophysical mental attitude (ready mentally, physically, for situations and goals), meaning that employees in carrying out work are mentally ready, physically healthy, understand situations and conditions and trying hard to achieve work targets as organizational goals, 2) psychologically a very important aspect in employee motivation to be able to work productively with full responsibility, including: a) employees must be encouraged to work together within the organization, b) employees are always encouraged to work and trying according to work demands, and c) employees are able to maintain and develop human resources in the organization, and 3) the relationship between work motivation, work ability and achievement culture in supporting performance is grouped into three categories, namely: 1) content approach (content theory), 2) process approach (process theory), and 3) reinforcement approach (reinforcement theory).

Robbin in Pujiatmika (1996:143), argues that organizational culture is an important factor in influencing company performance. This is because organizational culture is an integral part of the organization's internal environment. There is as much cultural diversity in an organization as there are individuals in the organization. Culture can influence the behavior of organizational members. Furthermore, Davis and Newstorm (1985: 112), there are 2 (two) changes experienced by an individual, namely: 1) moving from one place to another with other people's cultures, and 2) slow changes in their current environment. Employees need to learn to adapt to both of these situations to avoid negative consequences. If this organizational culture has touched the basics in directing behavior and continuously optimizing employee capabilities in accordance with goals, then the survival of the organization will last a long time.

The work performance system is a staffing system as information in appointing someone to occupy a position or to be promoted, based on the skills and achievements that have been achieved by employees. Based on the Basic Civil Service Law number 43 of 1999 it is stated that "The development of civil servants is carried out based on a career and work performance system" so that high work performance is a manifestation of the quality of civil servants and this is quite important in order to support the smooth running of organizational goals. . With high work performance means civil servants

Musanef, (1987:68) suggests that if the goal of increasing the work performance of civil servants can be fulfilled, then the development goal is to create a just and prosperous society in accordance with Pancasila and the 1945 Constitution will soon be achieved.

The Yahukimo District Agriculture Service Office is a work unit of the regional government which has duties and obligations to carry out its functions, namely providing

incentives based on work culture in an effort to improve the quality of employees. Meanwhile, based on observations of employee performance at the Yahukimo District Agriculture Service office, leaders must pay attention to what employees want regarding employee incentive issues, including: 1) work motivation, 2) attractive salary or wages, because salary affects social status (social standing) and social prestige (social prestige) of a person in community life, 3) attractive position, 4) opportunity to advance, 5) honest and fair treatment, 6) guaranteed job security, 7) smooth work, 8) trust, 8) work environment, 9) organizational culture, and 10) honor and recognition. With this improvement process, the Yahukimo district Agriculture Service can lead to effective improvement of employee performance by considering: 1) Work attitude that is in accordance with the complexity of the internal environment (completing work assignments given within the institution) and external (completing tasks assigned outside institutions) that lead to flexibility in having integration, and 2) implementation of human resource activities and development of tasks that are adjusted to the completion of tasks appropriately.

2. LITERATURE REVIEW

Martoyo (1996:23), according to the work environment is the setting of the leader's assessment in improving work performance, job satisfaction and employee motivation.

Handoko (1995:43-46), management in the work environment is the process of planning, organizing, directing and supervising the efforts of members of the organization and the use of other organizational resources in order to achieve organizational goals that have been set. While personnel management is planning, organizing the implementation and supervision of procurement, development, compensation, integration and maintenance of the workforce with a view to achieving goals

Soeroso (2002:69-70), work motivation is a set or collection of behaviors that provide a basis for a person to act in a specific goal-directed way.

Hofstede (1984:165), the concept of culture has become the mainstream in the field of anthropology since its inception and received attention in the early development of organizational behavior studies. However, only recently has the concept of culture emerged as a major dimension in understanding organizational behavior. Schein (1984:78), argues that many recent works argue about the key role of organizational culture to achieve organizational excellence.

Robbins (1996:98), organizational culture as a shared perception held by members of the organization and becomes a system of shared meaning. Meanwhile, Schein (1981: 145) chooses a definition that can explain how culture develops, how it becomes what it is today, or how culture can be changed if the survival of the organization is at stake. For this reason, a definition is needed that can help understand the dynamic evolutionary forces that influence a culture to develop and change.

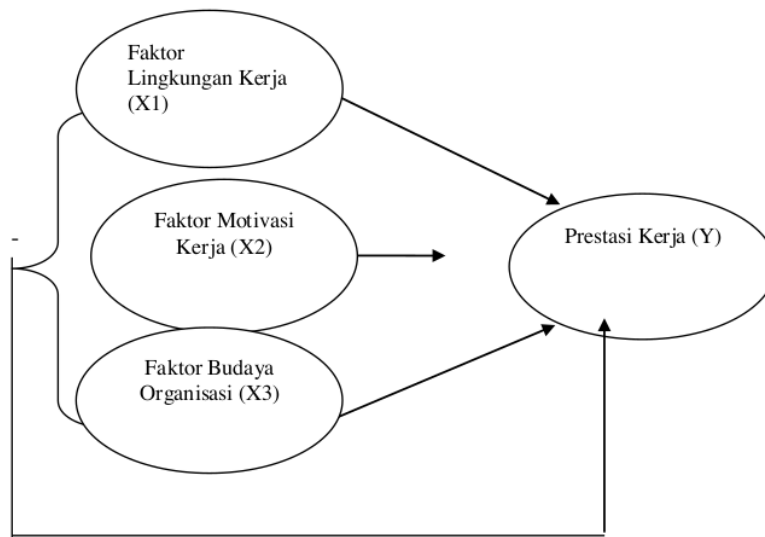
Stephen P Robbins (1993) suggests that there are 10 (ten) structures and behaviors in organizational culture which include: 1) individual initiative, 2) tolerance for risky actions, 3) direction, 4) integration, 5) support from management, 6) control, 7) identity, 8) reward system, 9) tolerance for conflict, and 10) communication patterns.

achievement can be interpreted as a measure of business success by paying attention to efficiency and effectiveness. Meanwhile, according to Hasibuan (1999:74) work performance is a result of work achieved by a person in carrying out his duties based on skill, effort and opportunity. If the three factors are getting better then work performance will be higher

3. ANALYSIS

3.1. Conceptual Framework

Figure 3.1
Conceptual Framework



3.2 Hypothesis

1. Work environment factors, motivation and organizational culture partially have a significant effect on employee performance at the Yahukimo Regency Agriculture Office.
2. Work environment factors, motivation and organizational culture simultaneously have a significant effect on employee performance at the Yahukimo Regency Agriculture Office.
3. Work environment factors have a dominant influence on work performance at the Yahukimo District Agriculture Office.

4. Research Results

1. Work Environment Factors Have a Dominant Influence on Employee Work Performance at the Yahukimo District Agriculture Service Office
The work environment has a very strong influence on the work performance of employees at the Yahukimo District Agriculture Service office, this is due to an urge in each employee to do or do the assigned tasks as well as possible in order to achieve commendable predicate achievements. To do any job with good results, it is necessary to pay attention to three interactions of employee work motivation, namely: 1) self-strength or needs, 2) desire to succeed, and 3) incentive value attached to goals.

While the development of employee performance in the Yahukimo Regency Agriculture Service office, are: 1) work attitude, such as: willingness to work, skill level determined by education, training in management, 3) there is a relationship between employees and leaders which is reflected in carrying out work , 4) efficient management of work resources and systems, and 5) creativity in trying to work on the right track.

The level of work performance of employees at the Yahukimo Regency Agriculture Service office is also very dependent on the opportunities that are open to them. Opportunity in this case means that: a) opportunities to work, b) jobs that are in accordance with the education and skills possessed by employees, and c) opportunities for self-development.

2. Motivational factors have an influence on employee performance at the Yahukimo District Agriculture Service Office

With motivation, it is hoped that there will be awareness of employees at the Yahukimo Regency Agriculture Service office to be able to control themselves and be able to show a high mental and moral attitude in carrying out their duties and responsibilities effectively. The application of discipline can regulate the will and awareness to comply with regulations, work procedures, and social norms. Because if the motivation of every employee at the Yahukimo District Agriculture Office can be supported by creating a harmonious work climate. A harmonious work climate formed from individual discipline and organizational discipline (work discipline) will affect the completion of tasks according to predetermined work standards. The smaller the variance between task completion and work standards, the higher the level of organizational performance. The application of employee motivation at the Yahukimo Regency Agriculture Service office who does work without discipline will have a negative impact on performance, including: 1) not achieving the programmed target, 2) developing negative cases that must be resolved by the office organization, 3) declining quality performance the results of his work, 4) the occurrence of waste in the use of materials and equipment belonging to the office, and 5) there is a tendency for overall losses.

3. Organizational Culture Factors Have an Influence on Employee Work Performance at the Yahukimo District Agriculture Service Office

Organizational culture needs to be developed, cared for and fostered at the Yahukimo District Agriculture Office, taking into account every productive employee, namely: 1) constructive action, 2) self-confidence, 3) responsible, 4) having a love of work, 5) have foresight, 6) are able to overcome problems and be able to adapt to changing environments, 7) have a positive contribution to work (creative, imaginative, and innovative), and have the power to realize their potential.

5. Conclusion

1. The results of statistical testing analysis show that simultaneously work environment factors (X1), motivation (X2), and organizational culture (X3) have a significant effect on employee performance at the Yahukimo Regency Agriculture Office. This can be proven by a Fratio of 153,209 with a

significance level of 0,000 which is greater than alpha (α) equal to 0.05. That means this study succeeded in proving the first hypothesis.

2. The results of statistical tests show that work environment factors (X1) have a more dominant influence on employee performance at the Yahukimo District Agriculture Office. This is evidenced by the multiple regression coefficient of 0.675 and a tcount of 4.621 at a significance level of 0.000 which is less than.

6. Recommendations

1. The problem of employee performance at the Yahukimo District Agriculture Office is an important issue, therefore the main tasks and functions of the office in particular need to pay attention to the work environment, motivation and organizational culture of each employee. Things that need to be considered in increasing employee motivation, namely: attitude and behavior, education and training and skills.
2. To fulfill his expectations as a Civil Servant (PNS) is an unavoidable demand, so that the pattern of bureaucratic service must be abandoned and replaced with a pattern of community service (customer focus) that places the community in the forefront as the basis for the presence of local government officials in managing and serving the public interest. This means that for every employee to do work that produces good results, it is necessary to pay attention to three interactions of employee work motivation, namely: 1) self-strength or needs, 2) desire to succeed, and 3) incentive value attached to goals.

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PAGE 1

PAGE 2

PAGE 3

PAGE 4

PAGE 5

PAGE 6

PAGE 7

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