Cirebon Annual Multidisciplinary International Conference (CAMIC 2024)

THE INFLUENCE OF WORK DISCIPLINE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT CV. SOURCE ALAM RATAN MAJALENGKA

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Abstract—**A company's performance can be used to gauge how well its employees are performing. Good performance has an impact on a company's success rate. To attain peak performance, several factors need to be considered. Enhancing organizational culture and work discipline among employees is one of them. With up to 60 respondents, this study attempts to ascertain the impact of organizational culture and work discipline on employee performance at CV, Sumber Alam Rattan Majalengka Regency. Saturated sampling ensures that every respondent is included in the sample. Descriptive quantitative study using associative methods is the research design employed. The information used in this study was gathered via questionnaires and processed with IBM SPSS 26. According to the work discipline variable t test research results, employee performance is influenced by work discipline, with a significance value of $0.000 < 0.05$. Employee performance is influenced by organizational culture, according to the findings of the t test for the organizational culture variable, which show a significant value of $0.003 < 0.05$. Work discipline and organizational culture have an impact on employee performance, according to the findings of the f test of these variables, which show a significance value of $0.003 < 0.05$.**

Keywords—***Work Discipline; Organizational Culture; Employee Performance.***

I. INTRODUCTION

A key component of the company's operational system for achieving its objectives is human resources. In this age of digitization, rivalry among competitors demands Human Resources who are both extremely innovative and dependable. High levels of inventiveness will motivate skilled HR professionals in their various domains inside the company. In business companies, human resources play a critical role and are essential. Thus, to boost employee performance, every business must support Human Resources in developing new methods and high standards of work discipline as well as a positive organizational culture.

A company's performance can be used to measure how well its employees are performing. Good performance has an impact on a company's success rate. In this manner, the business will have no trouble achieving its objectives. In order to attain peak performance, a number of factors need to be taken into account. Increasing work discipline, which is governed by corporate policies and applies to all employees, is one of them. When a corporation practices effective work discipline, its personnel will be more directed and organized in their duties, which in this case translates into better performance.

It is possible to view work discipline as having significant advantages for both the organization and the individuals. Work discipline is necessary for the organization to maintain order and facilitate the efficient completion of activities, resulting in the achievement of company goals and ideal outcomes. Additionally, a comfortable workplace will be created for staff members, boosting their motivation to complete tasks. As a result, workers can accomplish the company's goals and aims by working fully aware and by channeling as much of their energy and thoughts into their work.

An employee will be disciplined if the organization adopts discipline as a culture; but, if discipline is not adopted as a culture, there will be no discipline, and the employee will also be undisciplined. Because of this, it is highly challenging for businesses that wish to establish discipline but are unable to do so because their organizational culture will serve as an example for their workforce.

II. METHODS

Location and Object of Research

In CV. Sumber Alam Rattan, which is situated in Lame Village Leuwimunding Majalengka Regency, this research was carried out. The subjects of this study are all CV. Sumber Alam Rattan Majalengka Regency employees.

Research Objectives

To determine the impact of work discipline on the performance of employees in CV. Sumber Alam Rattan Majalengka.

To determine the impact of organizational culture on employee performance in CV. Sumber Alam Rattan Majalengka.

To determine the impact of organizational culture and work discipline on employee performance in CV. Sumber Alam Rattan Majalengka.

Population and Sample

The population of this study consisted of the 60 employees of CV Sumber Alam Rattan Majalengka Regency. The research sampling method employed in this study was saturated sampling, which is non-probabilistic sampling. When every member of the population is used as a sample, the sampling approach is known as saturated sampling. Thus, a total of 60 employees made up the sample employed in this study.

Data Collection Technique

The authors used the distribution of questionnaires to gather data. The questionnaire is a collection of questions that researchers will use to directly collect data from their sources by written queries or by communication/interview procedures. Because the questionnaire expressly includes every question the researcher asked, it plays a significant part in the research process. Respondents to surveys are only required to answer the questions posed; they are not required to elaborate on points that are not questioned.

III. RESULTS AND DISCUSSION

Validity Test

To ascertain the validity of the questionnaire items, a validity test is conducted. The product moment method is employed in this study's validity test, which determines whether the validity of the questionnaire questions is met if the significance level is less than 0.05 or if r count > r table, r count. With 60 participants in this study, the r table value for this questionnaire question is 0.254. The following table displays the results of the validity test.

TABLE 1. VALIDITY TEST TABLE

Variabel	Item	r Count	r Tabel	Description
Work Discipline	1	0,538	0,254	Valid
	2	0,805		Valid
	3	0,666		Valid
	4	0,756		Valid
	5	0,601		Valid
	6	0,564		Valid
	7	0,803		Valid
	8	0,674		Valid
	9	0,607		Valid
	10	0,686		Valid
Organizatinal Culture	1	0,519	0,254	Valid
	2	0,739		Valid
	3	0,655		Valid
	4	0,655		Valid
	5	0,510		Valid
	6	0,568		Valid
	7	0,759		Valid
	8	0,711		Valid
	9	0,557		Valid
	10	0,660		Valid
	11	0,624		Valid
	12	0,681		Valid
Employee Performance	1	0,576	0,254	Valid
	2	0,715		Valid
	3	0,746		Valid
	4	0,744		Valid
	5	0,448		Valid
	6	0,551		Valid
	7	0,661		Valid
	8	0,711		Valid
	9	0,616		Valid
	10	0,759		Valid

Reliability Test

The reliability of a questionnaire is seen if the answers to each indicator are always consistent. The Cronbach Alpha (α) technique is utilized in this study's reliability calculation; an item is considered reliable if α > 0.07 and unreliable if α <0.07 (Ghozali, 2018). (Ghozali, 2018). The table below displays the results of the reliability test:

TABLE 2. RELIABILITY TEST TABLE

| Vriabel	Cronbach's Alpha	Keterangan

Vriabel	Cronbach's Alpha	Keterangan
Work Discipline	0,907	Reliable
Organizatinal Culture	0,864	Reliable
Employee Performance	0,883	Reliable

Normality Test Results

The purpose of the normality test is to determine if the dependent and independent variables in the regression model have normal distributions. A normal or nearly normal data distribution is a sign of a strong regression model. The picture below shows the results of the normality test using the graph analysis approach by examining the output of the Normality Probability Plots using SPSS Version 24.0 for Windows.

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja_Karyawan
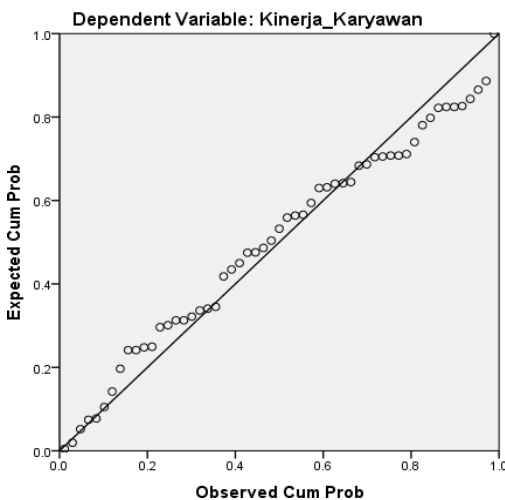
The picture above illustrates how the data spreads around the diagonal line and moves in that direction. This indicates that the data is normally distributed, and the regression model has satisfied the normality assumption.

Multiple Regression Analysis

Multiple regression analysis aims to examine the effect of work discipline and organizational culture on employee performance. The results of multiple regression tests can be seen in the table below.

TABLE 3. MULTIPLE REGRESSION TEST RESULTS

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.255	4.731		1.745	.087
	Disiplin Kerja	.764	.041	.942	18.742	.000
	Budaya Organisasi	.004	.051	.004	.084	.933

a. Dependent Variable: Kinerja_Karyawan

Based on the table above, the constant value (α) is 8.255. The constant value of work discipline variable (β $X_{1\ 1}$) is 0.764, while the constant value of organizational culture variable (β $X_{2\ 2}$) is 0.004. This can be seen in the multiple linear regression equation model as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$
$$Y = 8.255 + 0,764\ X1 + 0,004\ X2 + e$$

Based on the regression model, it can be explained as follows:

Employee performance (Y) has a constant value of 8,255 with a positive sign. This means that employee performance will drop by 8,255 if organizational culture (X2) and work discipline (X1) are ignored or set to zero.

Work discipline variable's regression result is 0.764, indicating a one-way association with employee performance. This means that employee performance will rise by 0.764 for every unit increase in the work discipline variable.

The regression result of the organizational culture variable is 0.004 which shows that there is a unidirectional relationship with employee performance. This can be interpreted that every increase in the organizational culture variable by 1, the employee performance will increase by 0.004.

Coefficient of Determination and Correlation

The coefficient of determination (R^2) serves to see the extent to which all independent variables can explain variation in the dependent variables. The coefficient of determination is between zero and one ($0 \leq R^2 \leq 1$). If the coefficient of determination (R^2) is getting closer to one, the ability to explain the independent variable to the dependent variable is getting stronger. Meanwhile, if the coefficient of determination (R^2) is small means that the ability of the independent variables to explain the dependent variable is limited. The following are the results of the coefficient of determination test.

TABLE 4. DETERMINATION COEFFICIENT
Koefisien determinasi

		Model Summary		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.944a	.891	.887	2.49053

a. Predictors: (Constant), Budaya Organisasi, Disiplin Kejra
Sumber: Hasil Output SPSS 24

Determination can be seen in *Adjusted R Square* is 0.887, meaning that this figure shows that the influence of the work discipline (X1) and organizational culture (X2) variables together on employee performance (Y) is 88.7%, while the

remaining 11.3% is influenced by other factors outside this research.

Hypothesis Proving

Statistical tools such as the F test and t test at the confidence level (Covidence Interval 95 percent) are employed to support the proposed hypothesis. The effect of work discipline and organizational culture on employee performance at CV. Sumber Alam Ratan Majalengka Regency is evaluated simultaneously for significance using the F test. In the meantime, the significant impact of each independent variable on raising employee performance is ascertained using the t test. The results of the statistical test indicate that the computed F value is 9.672, although the F table value displays a value of 3.16. Given that the F count>F table (9.672>3.16), it may be concluded that organizational culture and work discipline have an equal impact on employee performance. The results of the statistical test indicate that the computed F value is 9.672, while the F table value displays a value of 3.16. The Ha hypothesis is accepted, while the Ho hypothesis is rejected since the value of F count> F table (9.672>3.16) indicates that work discipline and organizational culture influence employee performance at CV. Sumber Alam Ratan Majalengka Regency simultaneously. The following table provides more information about the F test and t test findings as a gauge of the substantial influence of the independent variables both concurrently and partially.

TABLE 5. F TEST DAN T TEST RESULTS

Hasil Uji F Pengaruh Disiplin Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan

ANOVAᵃ						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	456.447	1	456.447	9.672	.003ᵇ
	Residual	2501.262	53	47.194		
	Total	2957.709	54			

a. Dependent Variable: Kinerja_Karyawan
b. Predictors: (Constant), Budaya Organisasi

The Sig value is 0,003, and the Fcount value is 9.672 as indicated in the table above. The results of the simultaneous tests provide an explanation for how corporate culture and work discipline variables impact employee performance at once. The values of Fcount> Ftabel and Sig value <0.05 support this. We can infer that H3, which states, "It is suspected that work discipline and organizational culture have an influence on employee performance," is accepted.

Discussion

Effect of Work Discipline (X1) on Employee Performance (Y)

Based on the results of testing the first hypothesis, the results obtained state that work discipline has a significant effect on Employee Performance at CV. Sumber Alam Rattan. This can be proven by the tcount value of 20.807> t table 2.00247 and a significance value of 0.000 <0.05. Hence, H0 is rejected and Ha is accepted.

The results of this study are consistent with Prasetyo and Marlina (2019) that found that discipline has a significant effect on employee performance. This can be interpreted that someone who has discipline at work can improve better performancebecause they have consistency, compliance in company regulations so that they will be in line with the company's vision and mission.

The Effect of Organizational Culture (X2) on Employee Performance (Y)

Based on the results of testing the second hypothesis, the study obtained results stating that organizational culture has a significant effect on employee performance at CV. Sumber Alam Rattan. This can be proven by the tcount value of 3.110> t table 2.00247 and a significance value of 0.003 <0.05. Thus, H0 is rejected and Ha is accepted.

The results of this study are in line with Muis (2018) who found that organizational culture and organizational commitment have a positive relationship with employee performance. Hence, it can be interpreted that if the organizational culture and organizational commitment improve, employee performance may improve as well. This can be interpreted that a company that has a good organizational culture, it can improve its better performance, because it has accuracy, innovation in productivity.

The Effect of Work Discipline (X1) and Organizational Culture (X2) on Employee Performance (Y)

Based on the results of testing the third hypothesis, the results obtained that work discipline and organizational culture together have a significant effect on employee performance at CV. Sumber Alam Rattan. This can be proven by the Fcount value of 9.672> Ftable 3.16 and a significance value of 0.003 <0.05. Thus, H0 is rejected and Ha is accepted.

The results of this study are in line with Ainanur and Tirtayasa (2018). Based on previous research, it can be stated that work discipline and organizational culture together have a positive and significant effect on employee performance. With the existence of work discipline and organizational culture carried out properly, employees can improve their discipline and comfort at work, and hence may improve better employee performance.

IV. CONCLUSION

The conclusions of this study are:

Work discipline has a positive and significant effect on employee performance at CV. Sumber Alam Rattan Majalengka, meaning that the better work discipline is applied, the better employee performance can be. This is

proven by the results of the T test analysis which shows the value of t count greater than t table.

Organizational culture variables have a positive and significant effect on employee performance at CV. Sumber Alam Rattan Majalengka, meaning that the better the organizational culture is built, the better the performance of employees is. This can be proven by the results of the T test analysis which shows the value of t count greater than t table.

Work discipline variables and organizational culture together have a positive and significant effect on employee performance at CV. Sumber Alam Rattan Majalengka, meaning that the better work discipline and organizational culture are applied simultaneously, the better employee performance may be. This can be proven by the results of the F test analysis which shows the value of f count greater than f table. More effective work discipline and organizational culture carried out in the company may have a good impact on employee performance in the company.

The research implications

The results of research on the effect of work discipline and organizational culture on employee performance at CV. Sumber Alam Rattan Majalengka through data obtained by distributing questionnaires to 60 respondents on each variable can be concluded. Work discipline is very important for employees because the company will find it difficult to realize its goal of achieving optimal performance. So, discipline is the key to the success of a company in achieving its goals. By looking at the frequency distribution data, work discipline greatly affects employee performance. From the results of all questionnaire statements distributed for the work discipline variable, there is a question with the lowest average value in statement P1 of 4.45. The questiona says, employees are always present on time during working hours. This implies that the lowest value of the work discipline variable needs to be paid attention. Employees' on-time attendance need to be improved. This makes employees feel unsupervised by the company so that there are still many employees who arrive late, if discipline is improved, work optimization will be good and production targets will be achieved.

The results of research on the effect of work discipline and organizational culture on employee performance at CV. Sumber Alam Rattan Majalengka through data obtained by distributing questionnaires to 60 respondents on each variable can be concluded. Organizational culture is very important for employees because the company will find it difficult to realize its goals, namely achieving optimal performance. So, organizational culture is another key to the success of a company in achieving its goals. By looking at the frequency distribution data, organizational culture greatly affects employee performance, from the results of all questionnaire statements distributed for the organizational

culture variable, there is a question with the lowest average value in statement P5 of 4.37, namely company considers the impact received in making decisions and policies. This implies the lowest value of the organizational culture variable that imply the injustice to employees due to the low level of the company considering the impact of policies. This makes employees feel that some benefit and some are disadvantaged. Hence it can lead to conflict among employees. If the company implements organizational culture by always involving employees in policy making, the work may be more optimized and employee welfare will be achieved.

The results of research on the effect of Work Discipline and Organizational Culture on employee performance at CV. Sumber Alam Rattan Majalengka through data obtained by distributing questionnaires to 60 respondents on each variable can be concluded. Employee performance is very important for employees because the company will find it difficult to realize its goal of achieving optimal performance. So, employee performance is a form of achieving the success of a company. By looking at the frequency distribution data of employee performance from the results of all questionnaire statements distributed for the employee performance variable, there are questions with the lowest average value in statement P1 of 4.43 regarding Employees are encouraged to achieve the targets set by the company. This implies that the lowest value of the employee performance variable is the lack of target achievement in the company. Based on the above statement, employees still feel that if they do work not in accordance with their respective skills and abilities so that many company targets are not achieved, the company should provide training to new and old employees so that employee skills and innovation increase and cause company targets to be achieved then employee performance will be optimal.

The results of research on the effect of Work Discipline and Organizational Culture on employee performance at CV. Sumber Alam Rattan Majalengka through data obtained by distributing questionnaires to 60 respondents on each variable can be concluded. Employee performance is very important for employees because the company will find it difficult to realize its goal of achieving optimal performance. So, employee performance is a form of achieving the success of a company. By looking at the frequency distribution data of employee performance from the results of all questionnaire statements distributed for the employee performance variable, there are questions with the lowest average value in statement P1 of 4.43 regarding Employees are encouraged to achieve the targets set by the company. This suggests that the company's inability to meet its goals is the reason why the employee performance variable has the lowest value. According to the statement, employees continue to believe that if they work in a way that is inconsistent with their individual skills and abilities,

many company targets will not be met. As a result, the company should train both new and existing staff members to boost employee creativity and skills, which will lead to the achievement of company targets and optimal employee performance.

The limitations of this study

It goes without saying that researchers are bound by the constraints that necessitate improvement in subsequent study, based on the research findings and conclusions. These are some of the research's limitations:

While there are numerous other factors that affect employee performance, the two independent variables used in this study are organizational culture and work discipline.

This research data collection uses questionnaires and the data collected only describes the perceptions or opinions of CV employees. Sumber Alam Rattan Majalengka on employee performance at the company, and researchers cannot control the respondents' answers to each questionnaire received.

Because researchers have limited time, the scope of study is constrained, necessitating the input and constructive critique of a variety of sources.

Research Suggestion

The researchers provide the following recommendations in light of the research and the study's limitations:

In order to produce novel findings and broaden the research on the impact of work discipline and organizational culture on employee performance in the study, it is anticipated that future investigations will examine additional variables that influence employee performance in addition to the ones already examined.

Because work discipline and organizational culture can have a significant impact on employee performance inside the company, companies are required to be able to implement these strategies with clarity and direction to help employees improve their work results.

To improve accuracy, extend the observation period and gain a deeper understanding of the research variable material.

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