

THE INFLUENCE OF WORK ABILITY AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT PT. PATRA UTAMA MANDIRI

Muhammad Oceano Fauzan^{1*}

¹STIE Balikpapan, INDONESIA

Abstract

The purpose of this study was to determine the effect of work ability and organizational culture partially and simultaneously on employee performance at PT. Patra Utama Mandiri. The sample used is as many as 109 (one hundred and nine) people who are employees at PT. Patra Utama Mandiri. Analysis of the data using multiple linear regression equations and the proof of the hypothesis by using the t test, F test and the coefficient of determination (R²). The results of the t-test of the work ability variable have a negative effect on employee performance at PT. Patra Utama Mandiri. Organizational culture variables have a significant effect on employee performance at PT. Patra Utama Mandiri. The results of statistical tests (F test), simultaneously work ability and organizational culture have a significant effect on employee performance at PT. Patra Utama Mandiri. Based on the t and F tests, the hypothesis is accepted.

Keyword: Work ability, Organizational culture, Work performance

^{1*}Corresponding author, email: muhammadoceano@stiebalikpapan.ac.id

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1. INTRODUCTION

Globalization at this time encourages companies to be responsive in improving the skills and quality of their human resources in order to compete with similar companies, human resources are very closely related to the company itself. (Sari, Sholihah, & Kusuma, 2022)

Human resources are the most dominant factor in the company because they determine the success or failure of the company in achieving the desired goals, the company PT Patra Utama Mandiri is a company engaged in general contractors and suppliers has 109 employees.

PT Patra Utama Mandiri requires competent and talented human resources. Work performance is one of the factors determining the company's achievement, work performance is as a result of the work that an employee has achieved in carrying out work activities. (Abdul Hafiz Tanjung, 2015: 127).

Work achievement has influencing factors such as the ability of employees to work, the ability of employees to work, namely the ability of employees can be in the form of skills (expertise) that need to be continuously improved, because skill is a person's ability to do something that is specific, focused but dynamic which requires a certain time to learn it and can be proven with high ability will improve work performance. (Horas, 2012: 110).

In addition to the work ability factor, there is an organizational culture factor, namely organizational culture is a pattern of basic assumptions created or developed by groups to act and solve problems, form employees who are able to adapt to the environment and unite organizational members.

2. LITERATURE REVIEW

Employability

According to work ability is a condition that exists in workers in a truly efficient and effective manner according to the specified field of work. (Hersey, 2013: 154). The ability of employees is seen from the potential, intellectual ability. While the ability that is physical in nature is *knowledge skills (knowledge skills)* (Assauri, 2013: 89). Ability is something that is owned by an individual to carry out the tasks or work assigned to him. (Sutarto Wijono, 2012: 85). The dimensions used to determine work ability according to (Amrullah: 2012: 90) consists of;

1. Formal education level
2. Non-formal education level
3. Work experience
4. Employee willingness/interest in knowledge

Organizational Culture

Organizational culture is the norms and values that direct the behavior of organizational members. Each member will behave in accordance with the prevailing culture in order to be accepted by their environment.(Luthans, 2016: 6). Organizational culture is a set of values, assumptions and standards of behavior that develop and are believed by most members of the organization as a reference in running the organization or solving organizational problems, both internally (improvement, effectiveness, efficiency and integration) and facing external problems. (Badeni, 2014: 11). Dimensions of organizational culture dimensions (Hari Sulaksono, 2015: 20) :

1. Innovative takes into account risk
2. Result-oriented
3. Oriented to all employee interests
4. Diteal oriented to the task.

Work Achievement

Work achievement is a result of the work that a person achieves in carrying out the work assigned to him. An employee successfully achieves or exceeds the target of the work given to him by the company. (Hasibuan, 2016: 105). work performance is The term performance comes from Job Performance or Actual Performance (work performance or actual achievement achieved by a person) and Dimensions - dimensions of Work Performance (Mangkunegara, 2017: 09).

1. Work Quantity
2. Quality of Work
3. Cooperation
4. Initiative

3. METHODS

This research uses a sample of 109 (one hundred and nine) employees at PT Patra Utama Mandiri Balikpapan City. Sampling in this research uses saturated sample or census. In taking answers on the sample, questionnaire is used. Likert scale is a scale designed to allow respondents to answer various levels of each object to be measured.

In this study, researchers used multiple linear regression by testing the significance of the influence between independent variables on the dependent variable. To determine the effect

of work ability (X_1) and organizational culture (X_2) on employee performance, the analysis method used is multiple linear regression. (Setiawan, 2013).

$$Y' = b_0 + b_1X_1 + b_2X_2 + \dots + b_kX_k$$

Where:

Y' = dependent variable

b_0 = Constant

b_1, b_2, b_k = Regression coefficient

X_1, X_2, X_k = independent variable

4. RESULTS AND DISCUSSION

Validity Test

The results of data processing using SPSS 21 on the work ability variable (X_1) with a total of 8 (eight) statements. This can be seen in table 1 below:

Table 1
Work Ability Variable Validity Results (X_1)

Instrument	Coefficient Correlation (r-count)	R Product Moment (r-table)	Significance	Description
1	2	3	4	5
X1.1	0,652	0,188	0,000	Valid
X1.2	0,544	0,188	0,000	Valid
X1.3	0,477	0,188	0,000	Valid
X1.4	0,238	0,188	0,000	Valid
X1.5	0,329	0,188	0,000	Valid
X1.6	0,528	0,188	0,000	Valid
X1.7	0,552	0,188	0,000	Valid
X1.8	0,630	0,188	0,000	Valid

Based on table 1, it can be seen the value of r count on each statement in the work ability variable questionnaire (X_1). The results of r count on the work ability variable (X_1) are greater than r table ($r \text{ count} > r \text{ table}$). So by looking at this Pearson Product Moment correlation calculation, r count is compared to r table. If r count is greater than r table, then the question items are said to be valid.

Likewise, in the organizational culture variable (X_2) with a total of 8 (eight) statements after data processing using SPSS 21, the calculation results for validity testing can be seen in table 2 below:

Table 2
Workload Variable Validity Results (X_2)

Instrument	Coefficient Correlation (r-count)	R Product Moment (r-table)	Significance	Description
1	2	3	4	5
X2.1	0,719	0,188	0,000	Valid
X2.2	0,898	0,188	0,000	Valid
X2.3	0,862	0,188	0,000	Valid
X2.4	0,838	0,188	0,000	Valid
X2.5	0,719	0,188	0,000	Valid
X2.6	0,898	0,188	0,000	Valid
X2.7	0,862	0,188	0,000	Valid
X2.8	0,838	0,188	0,000	Valid

Looking at table 2, the value of r count on each statement obtained results greater than the value of r table ($r \text{ count} > r \text{ table}$). So by looking at this Pearson Product Moment correlation calculation, r count is compared to r table. If r count is greater than r table, then the question items are said to be valid.

Furthermore, in the work performance variable (Y) the statements used are 8 (eight) statements. This existing statement is then processed with SPSS 21, to see the calculation results displayed in table 3 below:

Table 3
Result of Validity of Work Achievement Variable (Y)

Instrument	Coefficient Correlation (r-count)	R Product Moment (r-table)	Significance	Description
1	2	3	4	5
Y.1	0,847	0,188	0,000	Valid
Y.2	0,787	0,188	0,000	Valid
Y.3	0,662	0,188	0,000	Valid
Y.4	0,788	0,188	0,000	Valid

Y.5	0,624	0,188	0,000	Valid
Y.6	0,847	0,188	0,000	Valid
Y.7	0,847	0,188	0,000	Valid
Y.8	0,787	0,188	0,000	Valid

The results of the validity calculation on the work performance variable (Y) for each statement can be seen in table 3 column r count. From this column r count compared to the value in the column r table. Then it can be seen that the value of r count is greater than r table ($r \text{ count} > r \text{ table}$). Thus if r count is greater than r table ($r \text{ count} > r \text{ table}$) then it is declared valid.

Reliability Test

Reliability testing is carried out on each statement from each variable in the study. In the work ability variable (X_1), the calculated r value is 0.562 while the r table value is 0.188, then in the organizational culture variable (X_2) the calculated r value is 0.936, as well as the work performance variable (Y) the calculated r value is 0.904.

Reliability criteria are seen, if the value of r count is greater than r table (0.188). So based on these criteria and looking at the results of r count on each variable and compared to r table, the reliability test on each research variable is declared reliable.

Multiple Linear Regression Test

In this test, it will be seen the effect of the work ability variable (X_1) and organizational culture (X_2) on work performance (Y). calculation using SPSS 21 which can be seen in table 4 below:

Table 4
Multiple Linear Regression Calculation Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4553,216	2199,989		2,070	,041
Employability	-,001	,088	-,001	-,013	,989
Organizational Culture	,807	,052	,835	15,609	,000

Based on table 4 to see multiple linear regression, using column B (*unstandardized coefficients*) and each value in column B is entered into the equation which can be seen as follows:

$$Y = 4553.216 - 0.001X_1 + 0.807X_2.$$

The above equation can be explained:

1. A constant of 4553.216 is work performance before being influenced by workload and organizational culture variables.
2. The regression coefficient of $-0.001X_1$, indicates that workload has a negative effect on work performance and if workload increases by one unit it will reduce work performance by 0.001.
3. The regression coefficient of $0.807X_2$, indicates that work culture has a positive effect on work performance and if the work culture increases by one unit, it will increase performance by 0.807.

Determinant Test

The results of the determinant coefficient test (R^2) on work ability variables (X_1) and organizational culture (X_2) on work performance (Y) obtained the calculation results which can be seen in table 5 below:

Table 5
Determinant Coefficient Test

Model	R	R Square	Adjusted R Square
1	.835 ^a	.698	.692

From table 5, it can be seen that the R Square value on the work ability variable (X_1) and organizational culture (X_2) on work performance (Y) is 0.698. The coefficient of determination of 0.698 or 69.8% means that work ability (X_1) and organizational culture (X_2) have an influence on employee work performance (Y) at PT. Patra Utama Mandiri and the remaining 30.2% is influenced by other variables not included in this study.

Simultaneous Test

In the simultaneous test on the work ability variable (X_1) and organizational culture (X_2) has an influence on employee performance (Y) at PT Patra Utama Mandiri which is carried out using SPSS 21 can be seen in table 6 below:

Table 6

Simultaneous Test Results

F	Sig.
122,248	.000 ^b

From table 6, it can be seen that the calculated F value on the work ability variable (X_1) and organizational culture (X_2) has an influence on employee performance (Y) at PT Patra Utama Mandiri of 122.248. Seeing the calculated F value obtained of $122.248 > F$ table with a value of 3.08 ($122.248 > 3.08$), it can be seen that work ability (X_1) and organizational culture (X_2) have a significant influence on employee performance (Y) at PT. Patra Utama Mandiri.

5. CONCLUSION

From the description and results of calculations on work ability variables (X_1) and organizational culture (X_2) on work performance (Y), the following conclusions are obtained:

1. The results of the calculation on the multiple linear regression equation show that work ability (X_1) has a negative effect on work performance (Y) and organizational culture (X_2) has a positive effect on employee work performance (Y) at PT Patra Utama Mandiri.
2. The results of the t test obtained on the variable work ability (X_1) has a negative effect on work performance (Y) and organizational culture (X_2) has a significant effect on work performance (Y). Furthermore, the results of the F test show that together work ability (X_1) and organizational culture (X_2) have a significant effect on employee performance (Y) at PT Patra Utama Mandiri.
3. The results of the coefficient of determination (R^2) obtained 0.698 or 69.8% with work ability variables (X_1) and organizational culture (X_2) giving influence on work performance (Y) of PT Patra Utama Mandiri employees and the remaining 30.2% is influenced by other variables not included in this study.

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