INFLUENCE CULTURE ORGANIZATION, HR COMPETENCE AND MASTERY TECHNOLOGY AGAINST EMPLOYEE PERFORMANCE POLYTECHNIC CRUISE SHOVE

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ARTICLEINFO	ABSTRACT
Keywords: culture, organization, technology, performance	Study This based on assumptions that performance optimal employee can influenced by culture the organization itself . suitability between culture organization with values shared by each _ employee will raises satisfaction service will performance from something organization , so matter This expected will the more push employee to stay productive and creative in increase performance in organization and career in period long . Study This implemented using _ procedure study descriptive inferential to test connection variable free to variable bound . Variable freedom is culture Organization , Competence Officer , Mastery Technology , meanwhile variable bound is employee performance . Then processed and analyzed to see influence variable free to variable bound using path analysis. Obtained data Then will used to describe characteristics from population based on predefined variable . _ The result is there influence positive and significant Culture Organization to Mastery Technology Employee Polytechnic Cruise shove .
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1. INTRODUCTION

In social life, of course, we cannot be separated from an organization. Organizations can be a place for people to interact with others and establish rational and systematic cooperation, in terms of achieving an organizational goal by utilizing all available resources in the organization effectively and efficiently. According to Supartha (2017) in his book he writes that the existence of an organization is to achieve goals, the goals of this organization must be defined and determine what methods or tools are used to achieve these goals. One of the benchmarks for achieving an organizational goal is optimal employee performance.

Performance is the achievement of organizational goals that can be formed in quantitative or qualitative output, creativity, reliable flexibility or other things that can be desired by the organization. Performance appraisal can be long-term or short-term, also at the individual, group or organizational level. The performance of each employee contributes to group performance which in turn contributes to organizational performance. In highly effective organizations management helps to create positive synergies, that is, the whole is greater than the sum of its parts. At any level there is no precise criterion measure to reflect performance (Fahmi, Agung, and Rachmatullaily 2018) .

In study Rani & Mayasari (2015) Evaluation performance is part from management performance in support objective strategic organization . With it evaluation performance assumed that employees understand _ What standard performance them , and from party management give employee who will rated bait feedback , development , and incentives needed to help employee the remove poor performance as well _ give motivation for them increase performance become even better. Outstanding employee _ will get opportunity to be promoted , developed and given award on achievement , meanwhile on the contrary less employees _ achievement given instruction as well as instruction more carry on from boss to fix performance and adapt to the culture existing work within the organization itself . _ Thus _ every organization must do evaluation performance on employees , assessment performance This should give something accurate picture _ about performance Work from every employee .

From the result interview Writer with Mr. Bernard Other FN S.Psi as Head of General Affairs and Cooperation at the Polytechnic Cruise shove obtained information that performance employee from the Polytechnic Cruise shove in general it is good enough . But Because location geographical remote office _ from environment urban and less access means public entering the office area cause Lots experienced employee _ late to come work to the office , and p This made habit for employees to come _ late No

appropriate time according to the time set at the office polytechnic cruise shove . More carry on he say There is activity Apple Morning archipelago which was held every day Tuesday morning which is used as a means for the media to gather and convey information from management to whole staff employee , will but Still Lots once the clerks did n't follow Apple Morning this . this _ reflect that lack of culture appropriate time employee of course will influential to performance employee . This according to research (Trang, 2018) where the results obtained that culture organization influential significant to performance clerk , though This contrary to (Muis et al., 2018) who get that culture organization in a manner Partial influential to performance employee .

Based on results interviews and the presence of research gaps, researchers do pre research by spreading questionnaire to 43 employees Poltekpel Cruise shove in a manner random Where objective from questionnaire pre disseminated research to find out influencing factors _ performance employee that is culture organization ; compensation financial as well as non- financial ; environment and atmosphere work ; style leadership ; motivation ; competence tbsp ; satisfaction work ; mastery technology ; burden work ; as well as facility place work . Five alternatives answer questionnaire that each has mark namely : 5 = Very Influential (SB); 4 = Influential (B); 3 = Enough Influential (CB); 2 = No Influential (TB); 1 = Strongly No Influential (STB).

From the results data processing is done got chart results pre research that shows that there is three dominant factor _ influence performance employee at the Polytechnic Cruise Sorong with the following data :
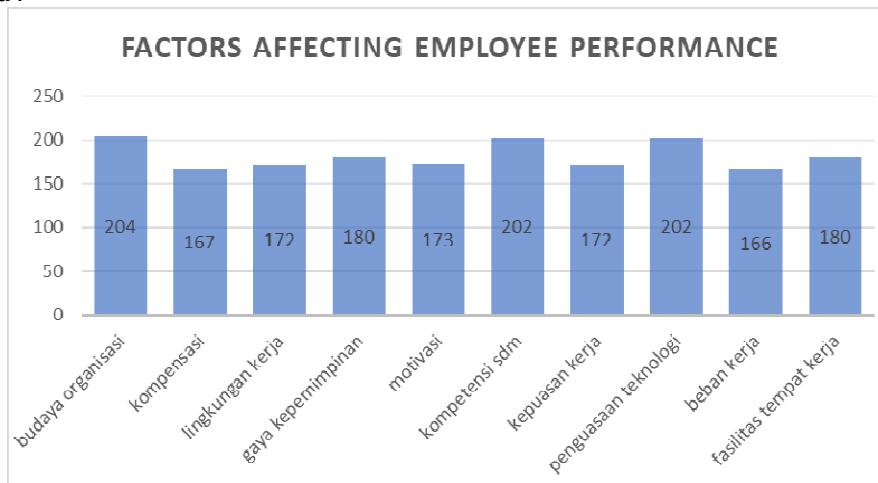

Figure 1. Factor Affecting Employee Performance

Table 1. composition polytechnic employee _ cruise

NO	STATUS PEGAWAI	ASAL		TOTAL	PERSENTASE	
		DAERAH	LUAR DAERA		DAERAH	LUAR DAERAH
1	PNS	2	45	47	4,3%	95,7%
2	NON PNS	27	77	104	26,0%	74,0%

From the table on Can We Look that on composition polytechnic employee _ cruise shove for civil servants 95.7% is originating employee _ from outside area while the remaining 4.3% . is employee original regions , as well as for employees who are non PNS 74% employees originate from outside area while the remaining 26% comes from original area . From these data happen enough inequality _ big between amount originating employee _ area and outside area . this _ of course very important once to be attention for management in determine decision and policy that will taken later . Because as already discussed on that culture Organizations are heavily influenced by the culture of each employee , of course not regardless from area origin from employee the .

one _ culture in the Polytechnic _ Cruise Sorong is an apple required morning _ use fashion implemented in each area every day Tuesday Morning every the week . This is something very good culture and is one _ indicator evaluation from performance employee . From the attendance recap data presence Apple Morning office clerk _ Polytechnic Cruise shove the following data is obtained :
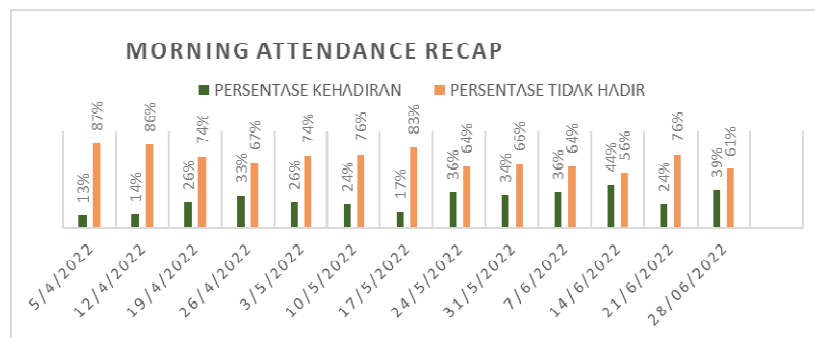
Figure 2 : Percentage Presence Following Employees _ Apple Morning
Sumber : kepegawaian Politeknik Pelayaran Sorong

From sample data during the 3 months taken from April 2022 up to the month June 2022, acquired that the total percentage presence following employees _ Apple morning in April by 22%, in the month may 2022 by 27% and in the month June 2022 by 36% with an overall average by 28 % which thing this is very concerning Because presence average employee _ below 50%. this _ naturally will become problem in the future if not quick taken the right course of action must notice various aspect to get something right policy _ in implementation work every individual employee .

Competition between organization for now this is very open , especially in a world that is all digital and fast , therefore reliable and qualified human resources are needed in order to be able to follow development from every changes that exist , and can adapt straight away with everything type changes that occur and are immediate do rapid adjustment to organization _ still Can focus to achieve goal . For this reason, the composition of human resources in the organization must planned and adapted to existing needs . _ From Personnel data Polytechnic Cruise shove (https://sik.dephub.go.id/) composition employee Can seen in table 1.2 below this .

Table 2. composition Employee at polytechnic cruise

NO	UNIT KERJA	PENDIDIKAN													JUMLAH
		S-3	S-2	PROFESI	S I	D IV	D III	D II	D I	SLTA	SMK	SLTP	SLTP	SD	
1	2	3	4	6	7	8	9	10	11	12	14	15	16	17	19
1	Politeknik Pelayaran Sorong	1	13	5	26	31	14	0	1	51	7	2	0	0	151
JUMLAH		1	13	5	26	31	14	0	1	51	7	2	0	0	151

on the table 2 for moment This composition Employee at polytechnic cruise shove consists of the 151 employees who are mixture between grouped PNS and Non PNS employees from S3 level up to SD which one can seen the more tall level competence the more A little amount level employees the . While on data analysis need position in the office Polytechnic cruise shove the following data is obtained

From the data above table above , need employee Polytechnic cruise shove still _ there is a very big gap between need employee who has qualifications and competitions according to the analysis positions with existing ones moment this .

In address disruption that occurs in the field technology that is No direct which is impact from the covid -19 pandemic Ministry of Transportation in a manner active and serious address matter this , one changes that occur namely by remodeling system that existed then _ diverted all in a manner from online by removing *letter circular no. SE.4 of 2020* about arrangement Work from House or *work from home* and letters circular no. SE.5 of 2020 about system electronic presence of distance far which office Polytechnic Cruise shove is an executive unit _ technical must apply rule the as directed . _ On recapitulation data attendance distance much further _ called application author king scheme got the following data .
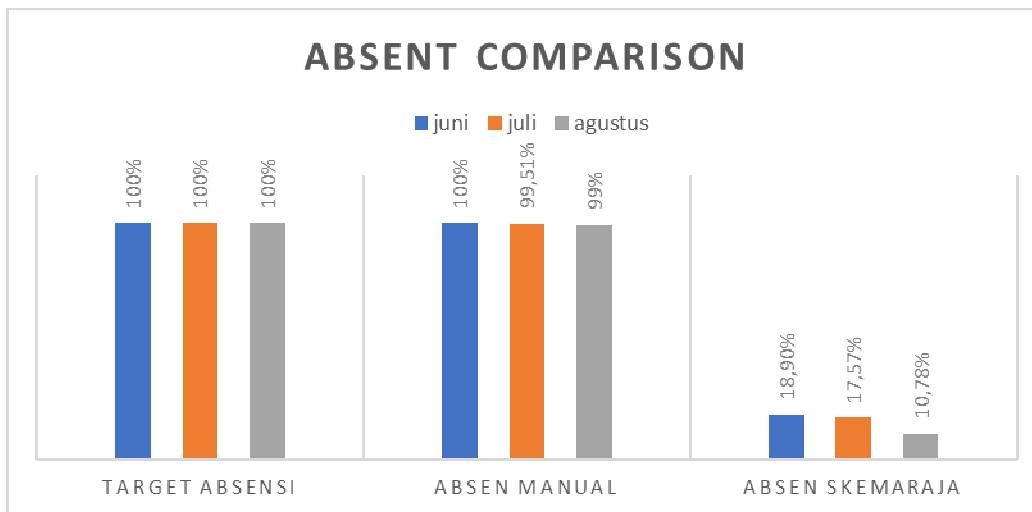
SEAN INSTITUTE
Sharing Knowledge

Figure 3 : Recapitulation of the attendance list of employees at the morning rally.
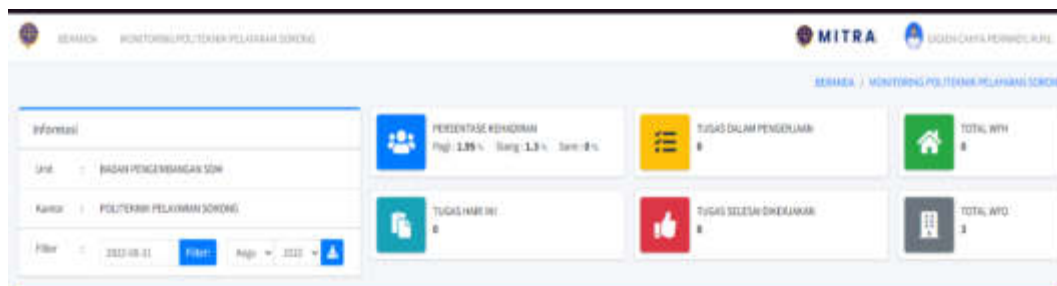

Figure 4: electronic attendance dashboard via the Sorong Poltekpel website application.

From the results comparison manual attendance and attendance distance Far happen very big inequality that is in the manual attendance average attendance employee by 99.5% while on attendance data king average attendance scheme 16 % of the 151 existing employees . this _ strengthened again from appearance homepage on the website https://skemaraja.dephub.go.id/ which is on the homepage application That's the average absenteeism daily 1.95% employees who can seen in the picture under this : this _ of course very important to note Because something organization must capable adapt to everything type existing changes _ for can still guard performance and existence in face competition future global business . this _ become attention for Polytechnic Cruise Sorong - West Papua which is office as well as a mobile campus in field Education and training services in field knowledge maritime to be able to build culture effective organization and have competent human resources as well as control technology in carry out his job . It is very necessary to support performance from Organization in give maximum service _ to community and related stakeholders .

suitability between culture organization with a difference each of the values _ reliable employees and HR competencies in organization as well as Mastery capable technology _ will raises satisfaction service will performance from something organization , so matter This expected will the more push employee to

stay productive and creative in in increase performance in organization and career in period long . Therefore , in _ carry out activity services , then at the Polytechnic Office Cruise shove - West Papua, expected own source Power adequate man _ from facet quantity nor measured quality _ from performance .

2. METHODS

Study This using data that is quantitative . Sugiyono (2016) state that study Quantitative is research with a purpose give description more observable phenomena _ _ detailed and accompanied by numerical data , characteristics , and patterns connection between variable .

Study This implemented using _ procedure study descriptive inferential to test connection variable free to variable bound . Variable freedom is culture Organization , Competence Officer , Mastery Technology , meanwhile variable bound is employee performance . Then processed and analyzed to see

influence variable free to variable bound using path analysis. Obtained data Then will used to describe characteristics from population based on predefined variable . _

This study used population and samples from Sorong Shipping Polytechnic employees . Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and conclusions drawn. The population in this study were all employees of the Sorong Shipping Polytechnic consisting of permanent employees (PNS) total: 47 people and non-permanent employees total: 87 people with a total of 104 employees

This study uses a sample selection method in the form of purposive sampling, with a judgment sampling technique that is limited to certain types of people who can provide the desired information, or fulfill some of the specified criteria, the sample in this study was conducted on Civil Servants (PNS) or contract employees / Non-Permanent Employees (PTT) who have worked for more than 1 year. The sampling technique used is a saturated sample where the entire population is used as the research sample.

Collection Techniques and Procedures using a questionnaire . To make a lift the researcher takes the following steps:

1. operational variable study
   a. Culture organization is pattern beliefs and values organization that is animated by the whole its members in do work as the right way to perceive , think , and feel to problems related , so will become A mark or rule in the organization the .
   b. HR competence is something abilities and characteristics possessed by a person or individual form knowledge , skills , and attitudes required behavior _ in implementation task position ,
   c. Mastery Technology is ability a employee in operate device technology information in framework give service to students with indicators : 1) Efficiency and Effectiveness Work and 2) Excellence competitive .
   d. Employee performance is an achievement Work or results work achieved by employees in the period time certain in carry out task it works according to responsibility answer given _ to her in framework reach objective organization.

2. Grid _ Instrument
   a. Culture Organization

Table 3 Culture Organization

No.	Indicator Measurement	Measurement
1.	initiative Individual	Ordinal Scale
2.	Briefing	
3.	Integration	
4.	Support Management	
5.	Control	
6.	Integrity _ _	
7.	Commitment (commitment)	
8.	Sincerity (sincerity)	

   b. HR Competence

Table 5. Indicator HR Competence

No.	Indicator Measurement	Measurement
1.	Motives (*Motives*)	Ordinal Scale
2.	Character (*Traits*)	
3.	Draft self (*Self concept*) Knowledge (	
4.	*Knowledge*)	
5.	Skills _ _ _	

   c. Mastery Technology

Table 6. Indicator Mastery Technology

No.	Indicator Measurement	Measurement
1.	Efficiency and Effectiveness Work	Ordinal Scale
2.	Superiority competitive	

Influence Culture Organization , Hr Competence And Mastery Technology Against Employee Performance Polytechnic Cruise Shove. **I Made Mariasa, et.al**

d. Performance

Table 7. Performance Indicator

No.	Indicator Measurement	Measurement
1.	Potency Work	Ordinal Scale
2.	Discipline	
3.	Creativity	
4.	Work The same	
5.	Proficiency	
6.	Responsibility _	

Procedure data collection data in study This obtained in two ways _ that is study library and research field .

3. RESULTS AND DISCUSSION

Intermediate data processing results variable Culture Organization , HR Competence and Mastery Technology on Employee Performance with use *SPSS software* with results as following :

Table 8. quality Multiple Linear Regression X1, X2, Z against Y
Coefficients ᵃ

Model		B	std. Error	Betas	t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
1	(Constant)	-6,122	3,194		-1,917	.059
	X1	,284	.059	,296	4,846	,000
	X2	,445	.080	,325	5,572	,000
	X3	1.007	,136	,466	7,396	,000

a . Dependent Variable: Y

Based on table the simple regression equation is obtained as follows:
$$\hat{Y} = -6.122 + 0.284X_1 + 0.445X_2 + 1.007X_2$$
The value can be interpreted:
1) The constanta value of -6.122 shows the pure value of the Employee Performance variable without being influenced by the Organizational Culture, HR Competence, and Technology Mastery variables.
2) The regression value (b1) of 0.284 indicates that there is a positive contribution made by the Organizational Culture variable, meaning that if the Organizational Culture variable increases or increases by 1 point, it will be followed by a strengthening of the Employee Performance variable by 1 point ignoring other variables.
3) The regression value (b2) of 0.445 indicates that there is a positive contribution made by the HR Competency variable, meaning that if the HR Competency variable increases or is increased by 1 point, it will be followed by a strengthening of the Employee Performance variable by 1 point ignoring other variables.
4) The regression value (b3) of 1.007 indicates that there is a positive contribution made by the Technology Mastery variable, meaning that if the Technology Mastery variable increases or is increased by 1 point, it will be followed by a strengthening of the Employee Performance variable by 1 point ignoring other variables.

Based on the table above, the beta value of 0.296 means that there is a positive direct influence of Organizational Culture on Employee Performance and a sig value <0.05 so that the resulting effect is significant. So the hypothesis which states that there is a positive and significant direct effect of Organizational Culture on Employee Performance is accepted or H3 is accepted. Based on the table, it can also be seen that the beta value of the HR Competency variable is 0.325, meaning that there is a positive direct effect of HR Competence on Employee Performance and a sig value <0.05 so that the resulting effect is significant. So the hypothesis which states that there is a positive and significant direct effect of HR Competence on Employee Performance is accepted or H4 is accepted.

Based on the table, it can also be seen that the beta value in the technology mastery variable is 0.466, meaning that there is a positive direct effect on HR Competence on Employee Performance and a sig value <0.05 so that the resulting effect is significant. So the hypothesis which states that there is a

direct positive and significant influence of technology mastery on Employee Performance is accepted or H5 is accepted.

a) t test

The t-test was performed For see influence of each variable independent in a manner Partial to variable dependent . The proposed hypothesis in study This are :

a) Ho is accepted if - t table < t count < t table or the significance value is greater than 0.05;

b) Ho is rejected if - t count < - t table or t count > t table, and the significance value is less than 0.05.

The formula used to determine t table is:

t table = t (α /2; (df)-1 = t 0.05/2 (nk-1)

ttable for this study are:

t table = t 0.05/2(145-4) = t (0.025;141) = 1.97693

Table 9. T Test Variables X1, X2, Z against Y

Coefficients ᵃ

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	t	Sig.
1	(Constant)	-6,122	3,194		-1,917	.059
	X1	,284	.059	,296	4,846	,000
	X2	,445	.080	,325	5,572	,000
	X3	1.007	,136	,466	7,396	,000

a. Dependent Variable: Y

Based on results testing on can pulled conclusion as following :

a) Variable Culture Organization have mark significance / probability of 0.000 <0.005 and t count = 4.846 > t table = 1.98896 which means H3 is accepted . this _ show that variable Culture Organization influential positive significant on Employee Performance .

b) Variable HR competencies have mark significance / probability of 0.000 <0.05 and t count = 5.572 > t table = 1.98896 which means H5 is accepted . this _ show that variable HR competence matters significant on Employee Performance .

c) Variable Mastery Technology have mark significance / probability of 0.000 <0.05 and t count = 7.396 > t table = 1.97693 which means H6 is accepted . this _ show that variable Mastery Technology influential significant on Employee Performance .

b) Coefficient Test Determination

The value of the coefficient of determination is between zero and one. The coefficient of determination test *(Adjusted R²)* measures how far the model's ability to explain the dependent variable. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable.

Table 10 Coefficient Test Results Determination *(Adjusted R²)*

Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,895 ᵃ	,801	,793	2,936

a. Predictors: (Constant), X3, X2, X1

From table 4.31 above , get is known that mark *Adjusted R²* is 0.793, p This means Employee Performance can described by Culture Organization , HR Competence and Mastery Technology of 0.793 or 79.3%, meanwhile the rest of 0.207 or 20.7% is explained by other variables that are not researched in this model .

c) F test

The F test or ANNOVA was used For know influence all variable independent used _ in the regression model in a manner together to variable dependents that are tested on the level significance 0.05. If value significance < 0.05 means all variable independent in a manner together influential to variable dependent . If value significance > 0.05 means all variable independent in a manner together No influential to variable dependent .

Table 11. F test results

ANOVA [a]

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	2835,508	3	945,169	109,681	,000 [b]
	residual	706,632	82	8,617		
	Total	3542,140	85			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Based on table 11 shows F test results have sig value of 0.000 more small from 0.05. Can concluded that whole variable independent that is Culture Organization , HR Competence and Mastery Technology to be variable control in a manner simultaneous influence variable dependent namely Employee Performance .

1. Influence direct positive Culture Organization to Mastery Technology

Based on results research above , can _ stated that Culture Organization influential direct positive to Mastery Technology Employee at Polytechnic Cruise shove . this _ proven from t test statistical test results for Culture Organization with acquisition t value count of 4.376 with mark significantly more than 0.000 small of 0.05, the value of r and β = 0.420. this _ means Culture Organization influential direct positive to Mastery Technology Employee Polytechnic Cruise shove . Research results This give implication for leader Polytechnic Sailing to create culture capable organization _ make employees _ increase competence .

this result in accordance statement put forward by Claver, Llopis , González, & Gascó , (2001) culture organization in " implementation system information can create cohesion between member organization , as control social , improve satisfaction company internal collaborators , adaptive to environment , and integrated ". Culture organization is a " factor success in development and implementation system information . Study the show that culture organization is one of the success factors , and plays a role in ERP system implementation " (Indeje, 2010) .

The shift from a pre-informational (analog) society to an informational (digital) society requires high staff to implement ERP. The mindset of high-level employees in providing services from analog to digital services is expected to follow technological developments. The biggest obstacle is the problem of inherent organizational culture, so that changes are slow, and not proportional to technological progress which results in the Information Technology Paradox's. The basic difference between developed and developing countries in the intensity of the use of science and technology, is generally associated with factors of human civilization such as social, cultural, economic, historical, political, international relations, and geographical location.

2. Positive direct influence of HR Competence on Technology Mastery

Based on the results of the research above, it can be stated that HR Competence has a direct positive effect on Technological Mastery of Sorong Shipping Polytechnic Employees. This is evidenced by the results of the t-test statistic test for HR competence with the acquisition of a t-value of 3.226 with a significant value of 0.000 which is smaller than 0.05, and β = 0.309. This means that HR Competence has a positive direct effect on Technology Mastery. The results of this study have implications for institutions to provide training to employees in order to improve their competence so that they are able to master the technology needed to provide services.

These results are in accordance with research conducted by Suryani, Warmana, and Wiguna (2021) in whose research found employee competence had an effect on the use of information technology, in his study it was also found that competence in the use of information technology had an effect on the quality of financial reporting in organizations.

3. Influence direct positive Culture Organization on Employee Performance

Based on results research above , can _ stated that Culture Organization influential direct positive on Employee Performance Polytechnic Cruise shove . this _ proven from t test statistical test results for Culture Organization with acquisition t value count of 4.846 with mark significantly more than 0.000 small of 0.05, and β = 0.296. This means that Organizational Culture has a positive direct effect on Employee Performance. The results of this study have implications for the Shipping Polytechnic in order to create an organizational culture that is able to increase employees' Mastery of Technology.

The results of this study are in line with the opinion put forward by Kotter & Heskett (1997) regarding the influence of organizational culture on employee performance which consists of four conclusions, namely as follows: Organizational culture may become an even more important factor in determining the success or failure of an organization in the next decade. A culture that places performance first has a negative impact for various reasons. The main reason is the tendency to prevent organizations from accepting the necessary tactical and strategic changes.

Organizational cultures that hinder long-term performance are quite numerous, these cultures easily develop even in organizations full of smart and reasonable people.

Rivai & Sagala (2013) stated that the better the organizational culture, the higher the performance and vice versa. Employee Organizational Performance Culture Figure 4 Relationship between Organizational Culture and Employee Performance Organizational culture refers to the system of meaning adopted by members of the organization that distinguishes the organization from other organizations that are able to drive towards a better direction Robbins & Judge (2011) . Existence connection culture organization with performance supported by results Olu Ojo 's research through his thesis entitled : Impact Assessment of Corporate Culture on Employee Job Performance, which was published by the Business Intelligence Journal this month August 2009 volume 2 number 2, which states that there is connection positive between culture organization with performance worker .

Kawiana (2018) in his research also concluded that : (1) the influence of organizational culture variable on organizational commitment was significant; (2) The influence of employee satisfaction variable on organizational commitment was significant; (3) The influence of personality variable on organizational commitment was significant; (4) The influence of organizational culture variable on employee performance interest was significant; (5) The influence of employee satisfaction variable on employee performance was significant; (6) The influence of personality variable on employee performance was significant; and (7) The influence of organizational commitment variable on employee performance was significant.

4. Positive direct influence of HR Competence on Employee Performance

Based on the results of the study, it can be concluded that HR competence has a direct positive effect on the performance of Sorong Shipping Polytechnic Employees. This is evidenced by the results of the t-test statistic test for HR Competence with the acquisition of a t-value of 5.572 with a significant value of 0.000 which is smaller than 0.05, and $\beta = 0.466$. This means that HR competence has a direct positive effect on employee performance. The results of this study have implications for the Sorong Shipping Polytechnic to provide opportunities for its employees to improve HR competencies to improve employee performance.

Competence is a fundamental characteristic possessed by someone that has a direct influence on, or can predict excellent performance. In other words, competence is what outstanding performers do more often, in more situations, with better results, than what policy assessors do (Mc. Clelland). Competence is a key determining factor for a person in producing excellent performance. Both in collective situations, competence is a key factor determining organizational success. The advantages of using competencies in the training and development process are:
a. Save costs by conducting training that has focused on increasing competence.
b. Focus on competency development which clearly influences performance improvement.

Competency-based selection adheres to the hypothesis that the more suitable a person's competencies are with the competencies required for a position, the better the performance and job satisfaction experienced by that person. As the opinion of these experts, the authors can conclude that competence is a basic characteristic of a person that allows him to provide superior performance in a particular job, role or situation. Competence is an ability based on skills and knowledge supported by unique attitudes that need to be developed, because humans are valuable assets. In dealing with the influence of the organizational environment, it demands the readiness of the organization's human resources, to have the ability to answer these challenges by demonstrating their performance through activities in the field of duties and work within the organization. Competency variables can be measured through the following dimensions: - Motivation, with indicators: achievement, consistency, full responsibility, feedback. – Character (Traits) with indicators: self-confidence, self-control, stress. - Self concept (self concept) with indicators: fortitude, attitude, values possessed. – Knowledge with indicators: information, knowledge, tests. - Expertise (skills) with indicators: motives, character, self-concept. So , H3 = Competence (X3), effect positive on Employee Performance (Y).

5.   Influence direct positive Mastery Technology on Employee Performance

Based on results research above , can _ stated that Mastery Technology influential direct positive on Employee Performance Polytechnic Cruise shove . this _ proven from t test statistical test results for Mastery Technology with acquisition t value count of 7.396 with mark significantly more than 0.000 small of 0.05, and β = 0.466. this _ means Mastery Technology influential direct positive on Employee Performance . Research results This give implication for leadership to provide training to employee For Mastery Technology so that can increase performance .

4. CONCLUSION

There is influence positive and significant Culture Organization to Mastery Technology Employee Polytechnic Cruise shove. There is influence positive and significant HR Competence against Mastery Technology Employee Polytechnic Cruise shove. There is a positive and significant influence of Organizational Culture on Employee Performance of the Sorong Shipping Polytechnic. There is a positive and significant influence of HR Competence on Employee Performance of the Sorong Shipping Polytechnic. There is a positive and significant influence of Technology Mastery on Employee Performance at the Sorong Shipping Polytechnic.

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