

THE INFLUENCE OF WORK CULTURE AND WORK ENVIRONMENT ON THE PERFORMANCE OF BEKANGDAM XIV/HASANUDDIN PERSONNEL

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ABSTRACT

Keywords :

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This study aims to determine and analyze; 1) The influence of work culture and work environment on personnel performance in XIV Hasanuddin Transportation Supply (Bekangdam), 2) The influence of the work environment on Transportation Supplies (Bekangdam) XIV Hasanuddin. The research design used quantitative descriptive method using a population of 292 personnel and the sample used was Slovin's method with a sample size of 169 personnel. Descriptive analysis using the frequency distribution of the respondent's profile and the frequency of respondents' responses. While the data analysis used multiple linear regression method using SPSS 22 equipment with multiple linear regression analysis method using hypothesis test with F test, determinant test and t test. The results of the research obtained after testing the hypothesis, namely 1) work culture has a significant effect on the performance of personnel at the XIV Hasanuddin Transportation Supply (Bekangdam), 2) the work environment has a significant effect on the performance of personnel in XIV Hasanuddin Transportation Supplies (Bekangdam). The results of the study using the F test are that work culture and work environment simultaneously influence the performance of personnel at the XIV Hasanuddin Transportation Supply (Bekangdam) and have a very strong influence with $R^2 = 74.2\%$ and the remaining 26.8% is influenced by other factors outside the study.

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1. INTRODUCTION

National demands and global challenges, to realize good governance, human resources are needed apparatus that has a work culture of the department in state administration and development. To create human resources apparatus that has a work culture, it is necessary to improve the quality of professionalism. An attitude of devotion and loyalty to the struggle of the nation and State, an agency must be able to improve the quality of its human resources so that it has a good performance in supporting the activities of the agency professionally.

Government performance includes how the vision, mission, main tasks and functions, organizational structure, work programs and budget. Performance is achieved by an organization in general as work performance in carrying out its duties. The performance of public organizations must be widely seen and identify the success of the organization in meeting the needs of the community and making improvements and improving services to the community because government performance has led to *good governance*.

A successful organization is an organization that has a vision and mission that is clear, measurable and actualized in organizational performance. In an organization that is formed, of course, it has set certain goals that are directions for leaders and all employees in an agency. This is because the organization is a place to achieve certain goals. The success or failure of achieving organizational goals is much influenced by human resource factors.

Humans as labor are the core or asset of every organization, because humans will determine the role of other resources included in the production process. Human resource management is part of management, where human resource management focuses its attention on human problems in the working relationship with its duties without neglecting other production factors, so that human resource management is defined as utilizing, appraising, remunerating and managing each individual member of the organization.

Human resources have a very important role in various sectors, because human resources are a key factor to move other resources in the company or government. So important is the role of human resources that an organization must allocate a large amount of funds for the improvement of human resources. The success of an organization in achieving its goals also depends on human resource factors, where it takes an interaction and coordination designed to connect its tasks. Both individuals and groups in order to achieve organizational goals.

Human resources are a key factor to improve the organization. To realize these desired goals, one way that must be taken is to improve the performance of human resources. The importance of the role of human resources for every organization is expected to improve employee performance, for that human resources need to have reliable skills or skills in handling every job, because with reliable skills it can directly improve performance.

Human resources in an agency have a very important role compared to other resources, because humans are the driving factor of all activities of an agency. Agencies must be able to pay more attention to their work performance. The role of leadership is very large in employee performance so that they can work in accordance with the program set by the agency. All the needs of individuals in the organization must be able to be met in the relationship that the organization wants to successfully encourage its members.

The success of an agency depends on the good and bad performance of the agency. The performance of an agency depends on the performance of its employees where each employee is a motor for the running of an agency. Good performance of employees will have a direct impact on the progress or setbacks of an agency.

Every organization has goals that have been set, so that in achieving organizational goals must be supported by supporting factors, among others; capital, equipment, natural resources and human resources. The most important factor in achieving this is the human resource factor, because human resources (HR) play an important role as planners and implementers of the entire series of organizational activities.

To mobilize these human resources, good performance is needed which is supported by a good work culture and work environment. Organizations certainly want the presence of high productivity from their employees, because with high performance, organizational goals will be easier to achieve.

Organization management always yearns for a state where its employees have high performance. Dessler (2010: 329) states that there are six indicators of performance, namely: quality of work, productivity, knowledge of work, confidence, availability and freedom. (Daryanti, Rohanda, & Sukaesih, 2013)

According to Mathis and Jackson (2006: 378), in general there are several elements of employee performance, including: quantity of results, timeliness of results, attendance, ability to work together. (Ni Kadek Eni Juniari, I Gede Riana, & Made Subudi, 2015)

Kodam Transport Supply (Bekangdam) is one of the main supporters of a military region under the Commander of Kodam. The main task of this unit is to provide services, maintenance of material supplies, provision of transportation in order to support the main tasks of Kodam. Bekangdam has the main responsibility and function in the form of debriefing including planning, meeting the needs of procurement, receiving, stockpiling and storage, issuing or distributing, returning, delivering material supplies, delivery and administration and responsibility for provisions or material answers as the implementation of the Kodam debriefing function.

In addition, other main functions are services which include cooking activities, food serving, providing toilets (toilet washing baths), carrying out field messes, personnel or goods transportation terminals and equipment as an implementation of service functions. Furthermore, maintenance which includes debriefing, maintenance and repair of Alsatri supplies, individual equipment, unit or field equipment and transportation material for water that is the responsibility of Bekangdam, namely ADRI XLII, KMC and other Almat Air ships. Other functions of the main function, namely the organic function of the military, include security activities or personnel operations, logistics, planning and limited binter as well as supervision and control in the context of implementing organic military functions.

The organic function of Bekangdam which is to carry out coaching includes; The field of training for the implementation of the organic function of coaching is in the form of training in order to maintain and improve the profession and professionalism of Bekangdam. In carrying out duties and responsibilities as Bekangdam personnel, they are required to have a superior work culture in order to carry out their duties and responsibilities properly.

Research in the field of personnel management shows that an individual's performance will be determined by four factors, namely, experience, technical work culture (*hard skills*), work culture behavior (*soft skills*) and personality. Experience is related to what has been done by someone, and can be measured through analysis of work history, performance appraisal results (such as Dappen in the Indonesian Army), and track record owned. On the other hand, technical work culture refers to what a person already knows, and can be measured through professional qualifications (e.g. from certificates and diplomas), or through ability tests or work culture tests.

Work culture behavior and personality, which are more related to aspects of psychology, relate to what a person can do. A person who has sufficient experience and technical qualifications, may not necessarily have good performance, if the person concerned is unable to show behavior that supports the implementation of his duties and position. Work culture behavior can basically be measured through what is referred to as an *Assessment Center* (in the Army known as the Job Culture Assessment Program), as well as through a 360-degree assessment (e.g. sociometric assessment in the Indonesian Army). On the other hand, a person's personality is generally measured more through psychometric questionnaires and other psychological measurement tools.

Of these four factors, personality is considered the central source of optimal performance, and influences all other factors. In addition to these four factors, there is actually one more factor, namely institutional work culture, which includes typical organizational values, so that it can affect one's performance. However, to this day, there is no valid and scientifically accepted measuring instrument that can be used to measure how far a person has taken certain values as a guide to his life.

In terms of developing work culture, basically experience can be improved by providing opportunities in various positions, while technical work culture can be developed through education and training aimed at improving knowledge and skills. For behavioral work culture, development programs that can be carried out are through various training programs and individual development aimed at changing behavior, while organizational values that shape the work culture of the institution, can be instilled through indoctrination. However, human personality, whether derived from innate traits (personality or IQ), or formed from the past, is something that is relatively sedentary and difficult to change.

Each member will behave in accordance with the prevailing culture, in order to be accepted by his environment. Work culture plays an important role in the organization because a good culture will be able to provide comfort which then supports the improvement of the performance of its members. Conversely, a work culture that is not good or that is not in accordance with the personality of its members will trigger a decrease in the performance of each member. Some institutions or organizations change their culture in order to support the progress of the institution, this proves that the culture of an organization can greatly affect an organization.

Based on the description above, work culture is important in the organization, especially in order to increase the capacity of TNI personnel, especially in the BEKANGDAM XIV Hasanuddin unit. Generally, every leader will always try and expect employees to have the ability, willingness, and high strength to be able to complete every task assigned to them. Meeting these needs, agencies have taken several of the most effective ways to improve existing human resources, pay attention to the conditions of work culture, where these factors are very closely related to improving performance, because with the creation of a good work culture will be supported by cooperation with fellow employees, the results of employee performance will be achieved.

Regarding the importance of work culture issues on employee performance, this needs to be considered at Bekangdam XIV Hasanuddin to improve services, where in supporting its operational activities, one of the efforts that need to be done by Bekangdam is to pay attention to organizational culture problems, because organizational culture is one of the factors that affect performance.

Work culture is generally a philosophical statement, can function as a binding demand for employees because it can be formally formulated in various applicable rules and regulations. By sharing work culture, as one of the references to applicable rules or regulations, the leader and Bekangdam will be indirectly bound so that they can shape attitudes and behaviors in accordance with the vision and mission of Bekangdam's strategy. The formation process will eventually produce leaders who have high integrity.

Therefore, leaders must try to create conducive work culture conditions that can support the creation of good performance. This is the target for Bekangdam XIV Hasanuddin in creating the desired work culture or strong culture, the effort to be achieved is to create a good work culture, so as to improve the performance of personnel in the Bekangdam environment.

This can be seen in the application of work culture at Bekangdam XIV Hasanuddin has not been optimal, where there are still personnel who have not obeyed work disciplines such as; Working hours, the

attitude of personnel who do not uphold the mandate in carrying out their main duties and obligations as personnel, the absence of initiative to carry out their duties directly and tend to have to be based on the orders of the new superior to carry it out, there are still employees who procrastinate work so that it makes work pile up.

For personnel awareness of the importance of work culture still needs to be socialized, this is related to the implementation of work culture on the performance of Bekangdam personnel which is very complex, because they have different characteristics. Personnel capabilities are still limited, attitudes and behaviors still need to be performed by the leadership, consisting of factors that influence it, among others: individual initiative, risk tolerance, and management support. These three factors have a relationship to improving personnel performance.

Basically, every personnel of an organization has the desire to be able to work with a comfortable work environment to feel at home so as to create comfortable work results to feel at home so as to create optimal work results. The work environment in an organization is one of the important things to note. Although the work environment does not carry out work processes in an organization, the work environment has a direct influence on the personnel who carry out these work tasks. A work environment that centers on personnel, can improve performance. Conversely, inadequate work environment will be able to reduce performance and ultimately reduce personnel performance in the implementation of assigned tasks.

The work environment refers to things that surround and surround the work of employees in an organization. The work environment is not only limited to the physical form in which we work. The work environment can be influenced by other factors such as facilities and infrastructure provided by the agency, colleagues, level of competition, leadership, communication, so that a supportive work environment will keep employees afloat and can reduce work stress in employees, so that it can affect employee performance in the agency.

The work environment or conditions in an organization is one factor that is quite important in efforts to improve performance so that employee job satisfaction is created. The work environment or working conditions themselves are the conditions in which the employee works. So it is natural that organizational management prepares the right personnel working conditions so that employees of an organization can work well. Sedarmayanti (2006) in such as existing facilities in the office, office work support equipment, temperature, air circulation, cleanliness, lighting, noise and others. While the non-physical work environment is all conditions that occur related to work relationships, both relationships with superiors and relationships with fellow colleagues, or relationships with subordinates. Non-physical work environment is the state of the employee's workplace environment in the form of a harmonious work atmosphere where there is a relationship or communication between and superiors (horizontal relationship). With a harmonious working atmosphere and communication, employees will feel at home at work so that the work done can be carried out properly, efficiently and effectively. (Yusnaini, 2019)

To support employee performance, agencies should pay attention to these conditions to create a conducive atmosphere at work. However, the phenomenon that exists in Bekangdam personnel is not fully as expected by employees in carrying out their work. This is related to inadequate office facilities, such as workspace conditions that on average do not support employees to be able to work comfortably, this is because the workspace is small and narrow. This of course results in the workspace feeling hot and hot so that the existing air conditioner does not feel so functioning properly. In addition, narrow office space also has an impact on the placement of existing office equipment, which is no longer placed in its proper place. In addition, the unavailability of waiting rooms for guests, so that often when there are guests who come to use the existing workspace, so that employees who are carrying out work become disturbed.

Work facilities are part of the work environment that strongly supports the activities or processes of completing employee work in an organization. Work facilities are a form of organizational service to employees to support performance in meeting the needs of their employees, so as to improve employee performance. The existence of work facilities provided can improve employee performance. The existence of work facilities provided as tools or facilities and infrastructure to help employees to more easily complete their work and employees will work better.

The above conditions cause problems in achieving performance in Bekangdam XIV Hasanuddin personnel. The achievement of performance that has not been optimal is thought to be due to a work culture that is not on time to enter work, likes to skip work during working hours, still lacks employee initiative in carrying out their work directly and tends to be seen procrastinating work so that work becomes piled up. In addition, it is also not supported by a work environment that is not conducive, seen in a workspace that

is sempit, thus making the work atmosphere feel hot and hot, noisy, so it often makes it unfocused in carrying out work.

2. METHODS

The type of research used in this study is a quantitative research method. Quantitative research is a type of research that basically uses a deductive-inductive approach. This approach departs from a theoretical framework, ideas from experts, as well as researchers' understanding based on their experiences, then developed into problems and their proposed solutions to obtain justification (verification) or assessments in the form of empirical support in the field.

This study aims to analyze the relationship between work culture and work environment on employee performance in Provision and Transportation of Bekangdam XIV Hasanuddin. This research begins by examining existing theories and knowledge so that the causes of the problem arise. These problems were tested to determine acceptance or rejection based on data obtained from the field. As for data from the field in the form of work culture scores of human resources, infrastructure and work environment on employee performance in the form of quantitative numbers.

The type of research used is survey research. The survey method is used to obtain data from certain natural (not artificial) places, but researchers carry out treatments in data collection, for example by distributing questionnaires, tests, structured interviews and so on (Sugiyono, 2017). This type of research provides a clear boundary regarding data, because the influence in question is a power that exists or arises from something (people, objects) that contributes to shaping one's character, beliefs, or actions (Sukamadinata, 2018). This type of survey research was chosen because it was adapted to the purpose of this study, namely to determine the effect of work culture and work environment variables on the performance of Bekangdam XIV Hasanuddin personnel.

The research location was carried out at Provision and Transportation (Bekangdam XIV Hasanuddin, and the research was carried out from September 2020 to December 2020.

According to Mulyatiningsih in (Education, 2020) population is a group of people, animals, plants or objects with certain characteristics to study. The population will be the generalization area for the conclusions of the research results. Based on this theory about the population and linked to the research location, the population is the number of Bekangdam XIV Hasanuddin personnel with a total of 292 personnel.

The sampling technique uses the slovin method with an error tolerance level (e) of 0.05 or 5%, using a statistical calculator to obtain a sample size of 168.7 or rounded up to the number of sample members (n) of 169 sample members from the total member population

There are two types of data, namely qualitative data and quantitative data. Qualitative data is data related to categorization, characteristics in the form of questions or in the form of words. Meanwhile, quantitative data is data in the form of numbers. Furthermore, the data source is the collection of data collected directly by the researcher called the primary (data) source, whereas if it is through second hand it is called a secondary (data) source.

Data are units of information recorded by media that are distinguishable from other data, can be analyzed and are relevant to a particular program. Data collection is a systematic and standard procedure to obtain the required data.

To collect research data, the authors use the following methods:

The questionnaire method or questionnaire is a list containing a series of questions regarding a problem or area to be studied. To obtain data, questionnaires were distributed to respondents (people who answered the questions asked for research purposes), especially in survey research.

In this case the writer makes written questions then answered by the respondent/sampling. And the form of the questionnaire used is closed, namely a questionnaire in which the questions use multiple choice techniques or have multiple choice answers, so that the respondent only has to choose the desired answer.

The questionnaire technique used is designed to find out the work culture of human resources, infrastructure and work environment as well as employee performance and the data obtained from the questionnaire is the score of each variable studied. In the writer's technique using a Likert scale by applying five categories of answers, namely Strongly Disagree (STS), Disagree (TS), Neutral (N), Agree (S), Strongly Agree (SS). The scores for answers to questions or statements are as follows:

Table 1. Likert Model Scale Statement Scores

Kategori	Skor Per n yataan				
	STS	TS	N	S	SS

INITIATIVE	5	4	3	2	1
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The documentary method is a data collection tool called a document recording form, and the data source is in the form of available records or documents. This method is used to obtain data about; active employee data, on Supplies and Transportation (Bekangdam XIV Hasanuddin).

After the data that the writer needs is collected, the next step is to analyze the data. Analysis of the data that the authors use in this study using quantitative descriptive analysis. Quantitative research data analysis techniques using inferential statistics (often also called inductive statistics or probability statistics) are statistical techniques used to analyze sample data and the results are applied to the population.

In inferential statistics, there are parametric and non-parametric statistics. Researchers use parametric statistics by reason of the type of data analyzed on an interval scale. Parametric statistics fulfill many assumptions. The main assumption is that the data to be analyzed must be normally distributed in the regression, the assumption of linearity must be fulfilled, so that the data obtained from this study is normally distributed, and in the regression, the assumption of linearity must be fulfilled, so that the data obtained from the research results are tested for normality and linearity before being used. to test the hypothesis

Before the research instrument is used to collect data, the instrument that has been compiled is tested first. The aim is to determine the instrument's validity and reliability based on empirical data. The process of instrument calibration is carried out by analyzing the test results data to determine the validity of the items and the reliability of the instrument. This instrument trial was given to respondents who were not included in the sample of this study. Tests conducted in this study include Validity Test and Reality Test, Multiple Linear Regression Analysis, Testoran Hipotesis.

3. RESULTS AND DISCUSSION

Research Data Instrument Test

Test Data Validity

Table 2. Work Culture Variable Validity Test

Item	Pearson Correlation	Sig. (2 Tailed)	R-Kritis	Kreteria
X1.1	.401**	.000	0,3	Valid
X1.2	.450**	.000	0,3	Valid
X1.3	.695**	.000	0,3	Valid
X1.4	.625**	.000	0,3	Valid
X1.5	.492**	.000	0,3	Valid
X1.6	.673**	.000	0,3	Valid
X1.7	.771**	.000	0,3	Valid
X1.8	.723**	.000	0,3	Valid
X1.9	.753**	.000	0,3	Valid
X1.10	.662**	.000	0,3	Valid
X1.11	.738**	.000	0,3	Valid
X1.12	.732**	.000	0,3	Valid
X1.13	.743**	.000	0,3	Valid
X1.14	.733**	.000	0,3	Valid
X1.15	.781**	.000	0,3	Valid
X1.16	.733**	.000	0,3	Valid
X1.17	.742**	.000	0,3	Valid
X1.18	.723**	.000	0,3	Valid

In the table above, the work culture variable consists of 18 question items with 169 valid N with a percentage of 100%. Based on the data above, it can be seen that overall the question item above r is critical 0.3 so that it can be concluded that the work culture variable is declared valid and can be continued at the processing stage of multiple linear regression tests.

Table 3. Work Environment Variable Validity Test

Item	Pearson Correlation	Sig. (2 Tailed)	R-Kritis	Kreteria
X2.1	.427**	.000	0,3	Valid
X2.2	.471**	.000	0,3	Valid
X2.3	.568**	.000	0,3	Valid
X2.4	.556**	.000	0,3	Valid
X2.5	.544**	.000	0,3	Valid
X2.6	.563**	.000	0,3	Valid
X2.7	.434**	.000	0,3	Valid
X2.8	.621**	.000	0,3	Valid
X2.9	.764**	.000	0,3	Valid
X2.10	.798**	.000	0,3	Valid
X2.11	.767**	.000	0,3	Valid
X2.12	.766**	.000	0,3	Valid

Based on the table above, it can be illustrated that N = 169 and with the number of question items as many as 12 items. Data is said to be valid if the Pearson Correlation value is above R Critical and the Sig (2 Tailed) value is below 0.05. Based on the data above, information was obtained that the number of data (N) processed as many as 169 data were all declared valid and there was no missing data.

Based on the Pearson column, all items are in the position of Critical R values so that it can be concluded that overall the question items asked to respondents produce critical Pearson Correlation > R so that it can be said that the working environment variable data instrument is " **valid**" and can proceed to the next stage to multiple linear regression tests.

Tabel 4. Uji Validitas Variabel Kinerja Personel

Item	Pearson Correlation	Sig. (2 Tailed)	R-Kritis	Kreteria
Y1	.757**	.000	0,3	Valid
Y2	.750**	.000	0,3	Valid
Y3	.520**	.000	0,3	Valid
Y4	.744**	.000	0,3	Valid
Y5	.765**	.000	0,3	Valid
Y6	.764**	.000	0,3	Valid
Y7	.840**	.000	0,3	Valid
Y8	.794**	.000	0,3	Valid
Y9	.780**	.000	0,3	Valid
Y10	.768**	.000	0,3	Valid
Y11	.739**	.000	0,3	Valid
Y12	.499**	.000	0,3	Valid

Based on the results of SPSS and after the data is processed according to the table above, it is illustrated that the number of question item items for performance variables is 12, namely Y1 sd. Y12 with an overall Pearson Correlation value above critical r of 0.30 with a sig (2 tailed) of 0.000 < 0.05. Based on this information, it can be concluded that the performance variable data instrument is declared **Valid** and can be continued in multiple linear regression tests.

Data Reliability Test

Reliability testing is a tool used to test whether the instruments used to obtain information can be trusted to reveal information in the field as a data collection tool. A questionnaire is said to be reliable if a person's answers to statements are consistent over time.

Cronbach's Alpha value range can be stated that if alpha < 0.50 means low reliability, 0.50 < alpha < 0.7 moderate reliability, >0.70 sufficient reliability, >0.80 strong reliability and alpha > 0.90 is called perfect reliability. To see whether the variable data is realistic or not, the following will be presented a table of

SPSS processing results consisting of data on variables of work culture, work environment and personnel performance.

Table 5 Test of Reliability of Work Culture Variables

Reliability Statistics	
Cronbach's Alpha	N of Items
.919	18

Based on the reliability statistics table for work culture variables in Cronbach's Alpha column, a value score of 0.919 from N of Item 18 was obtained. These results are based on Cronbach's Alpha range value is in the alpha range >0.90 so it can be said that the data from the work culture variable is Reliable and called perfect reliability. The results provide information that no data has been deleted, because the entire N of Items is eligible to proceed to the next processing process.

Table 6. Work Environment Variable Data Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.846	12

Based on the presentation of the Reliability Statistics table in the Cronbachs Alpha column, the score obtained is 0.846 with N of Items 12. From these achievements and based on the range of Apha Cronbach's value is in the alpha position >0.80 and is said to be in the strong reliability range. Because the standard used is alpha >0.60, it can be informed that the instrument data variable work environment is reliable and no data is deleted.

Table 7. Performance Variable Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.890	12

In the table above, it can be explained that in the column Cronbachs Alpha obtained a value score of 0.890 from N of Items 12. Based on the range of Alpha values Cronbach's set to be at the alpha position > 0.80 or strong reliability and not data items that are deleted because they meet the requirements of the standard used is alpha >0.60.

From the test of the research data often when guests, it can be informed that all data from the variables that have been given responses by respondents have met the requirements for validity and reliability so that it can be concluded that all data to be tested can proceed to further testing to multiple linear regression analysis.

Multiple Linear Regression Test

Multiple linear regression is a linear regression model involving more than one independent variable or predictor. In English this term is called *multiple linear regression*. The multiple linear equations in this study are:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_n X_n + e$$

Information:

Y= Performance Variable

X1= Work culture variable

X2= Work environment variable

a= Constant

β = Slope or estimate coefficient

The results of SPSS which are the basis for entering multiple linear regression equations can be seen in the *coefficients* table as follows:

Table 8. Coefficient Regrecession Regretion

Type	Coefficients ^a		t	Sig.
	Unstandardized Coefficients	Standardized Coefficients		

		B	Std. Error	Beta		
1	(Constant)	1.822	2.476	.736	.463	
	Work culture	.526	.035	.705	15.004	.000
	Working environment	.174	.034	.242	5.144	.000

a. Dependent Variable: Performance

In the coefficient table above, what needs to be considered is the column β there is a constant value of 1.822, work culture is 0.526, and work environment is 0.174. Constant is a constant of regression equations or known as Intersep. While 0.526 and 0.174 are constants for X1 and X2 respectively. Based on the table, the multiple linear regression equation in this study is:

$$Y = 1.822 + 0.526X_1 + 0.174X_2$$

The interpretation of the regression equation is that a constant or intercept of 1.822 mathematically states that the value of the variables X1 and X2 is equal to 0 then the value of Y is 1.822. In other words, the performance of personnel without variables of work culture and work environment is 1,822.

The work culture regression coefficient (X1) of 0.526 means that an increase in performance variables assuming other ignorant variables are constant will increase personnel performance variables of 0.526. The work environment regression coefficient (X2) of 0.174 gives the understanding that an increase in the work environment variable (X2) assuming another independent variable is constant will cause an increase in personnel performance of 0.174.

Test the hypothesis

Test Coefficient of Determination (R Square or R2)

In testing the hypothesis of this study, some of the test tools used are 1) Coefficient of determination (R Square or R Squared) or symbolized R2 which means the contribution of influence given by the independent variable or independent variable (X) to the dependent variable or dependent variable (Y), or in other words, the value of the coefficient of determination or R Square is useful for predicting and seeing how much contribution the influence given by variable X simultaneously (together) to the variable Y.

Table 9. Model Summary

Model Summary ^b					
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.861 ^a	.742	.739	2.63917	1.715

a. Predictors: (Constant), Work environment, Work culture

b. Dependent Variable: Performance

Based on the SPSS output table "Model Summary" above, it is known that the value of the determinasa coefficient or R Square is 0.742. The value of R Square comes from the square of the value of the correlation coefficient or "R" which is $0.861 \times 0.861 = 0.742$. The magnitude of the coefficient of determination (R Square) is 0.742 or equal to 74.2%. This figure gives the understanding that the work culture variable (X1) and the work environment variable (X2) simultaneously (together) affect the personnel performance variable (Y) by 74.2% while the rest ($100\% - 74.2\% = 26.8\%$) is influenced by other variables outside this regression equation or variables that are not studied.

Simultaneous Test (Test F)

Test F is conducted to test whether there is a simultaneous influence of work culture and work environment on performance (meaning to see the combined influence of work culture and work environment variables on performance). The SPSS results in question can be seen in the Anova table (F) below:

Table 10. Anova (Test F)

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3321.032	2	1660.516	238.402	.000 ^b
	Residuals	1156.223	166	6.965		
	Total	4477.254	168			

a. Dependent Variable: Performance

b. Predictors: (Constant), Work environment, Work culture

Based on the table above, it is known that the value of Sig. is 0.000. Because the value of Sig. $0.000 < 0.05$, then according to the decision-making schedule in test F it can be concluded that the hypothesis is accepted or in other words the variables of work culture (X1) and work environment (X2) simultaneously affect achievement (Y). Based on the results mentioned above, the conclusion that can be drawn is that work culture (X1) and work environment (X2) simultaneously (together) affect personnel performance (Y).

Partial Test (Test t)

The t test is one of the research hypothesis tests in multiple linear regression analysis which aims to determine whether the independent variable or independent variable (X) partially (individually) affects the dependent variable or dependent variable (Y).

Table 11 Test Table T (Partial)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Type		B	Std. Error	Beta		
1	(Constant)	1.822	2.476		.736	.463
	Work culture	.526	.035	.705	15.004	.000
	Working environment	.174	.034	.242	5.144	.000

a. Dependent Variable: Performance

From the SPSS output table "Coefficient" above, the work culture variable (X1) with the sig value, 000 and the work environment variable (X2) with the sig value. 0.000. Based on these results, it can be explained that: (1) Work culture variable (X1) Sig. $0.000 < 0.05$ value, it can be concluded that work culture (X1) has a significant effect on personnel performance variables (Y) so that the proposed hypothesis is accepted and H_0 is rejected, (2) Work environment variable (X2) with Sig $0.000 < 0.05$ it can be concluded that the work environment (X2) has a significant effect on personnel performance variables. (Y) so that the hypothesis proposed is accepted and H_0 is rejected.

Discussion

The Influence of Work Culture on Personnel Performance at Bekangdam XIV Hasanuddin

In the partial test table of work culture (X1) on personnel performance at Bekangdam XIV Hasanuddin has a significant positive effect and it is based on a value of Sig. $0.000 < 0.05$. These results are supported by the results of respondents' answers can be seen in the work culture indicators consisting of: (1) Attitude towards work, 2) discipline, 3) working hard, 4) helping each other, 5) dedicated, 6) responsible.

The first indicator is the attitude towards work with the number of question items as many as 3 items, with questions 1) enjoying work with a mean of 4.85 with very high criteria, 2) prioritizing work interests over personal interests with a mean of 4.23 with very high categories, 3) fully involved in the task and ready to accept risks with a score of 4.49 and very high criteria. In the attitude indicator towards work, all items are classified as very high, but there are items that still need to be improved, namely item no.2, which prioritizes work interests over personal interests. For the overall mean average of the overall attitude indicator towards work with a score of 4.52 (with very high criteria).

The second indicator is discipline with the number of question items as many as three items with questions; 1) office coming and leaving hours with a score of 4.63 with a very high score, 2) work clothes with a mean score of 4.47 with a very high score, 3) sanctioning personnel who are not on time with a mean of 4.60 with very high criteria. From the overall discipline indicators, the total average mean was 4.57 in the very high category.

In the third indicator is to work hard with a three-point question item with a statement; 1) work hard to achieve the target that has been set with a score of 4.71, 2) be willing to work overtime to achieve organizational goals with a score of 4.55, and 3) work hard to improve the achievement score of 4.68. The three questions with a total average mean of **4.64** are **very high**.

The fourth indicator helps each other with three question items, namely 1) mutual assistance with other personnel in carrying out work with an item score of 4.80 very high criteria, 2). Maintaining good relations with a mean score of 4.81 with very high criteria, 3) helping in realizing the vision and mission

with a mean score of 4.78 with a very high score. On the indicator of working hard with all item items the question obtained a mean of **4.64** with **very high criteria**.

The fifth indicator is dedicated with 3 question items, namely 1) working responsibly with a score of 4.81, 2) ready to take responsibility for every mistake I make with a score of 4.75 and the institution provides opportunities to correct mistakes made with a score of 4.69. From the total average mean, the indicator is responsible with a value score of 4.75 and criteria is very high.

In connection with the discussion above, it explains that every organization must have regulations to carry out its management and operations. These regulations will create a unique and diverse concept of work culture. Therefore, work culture does not arise by itself, but is formed through a controlled process involving human resources and all supporting devices.

In connection with some of the indicators described above, work culture is a philosophy based on the view of life as values that become nature, habits and driving forces, entrenched in the life of a community or organization, then reflected from attitudes into behaviors, beliefs, ideals, opinions and actions that manifest as work or work. So, it can be concluded that work culture is a concept based on habits or overall behavior patterns of each individual or group that are cultured and developed in an organization or company to maintain efficiency in work, in this case at the institution of Bekangdam XIV Hasanuddin, to improve personnel performance by making it more productive, so that the vision and mission of the organization can be realized and able to face challenges in the future forthcoming.

The Effect of the Work Environment on Personnel Performance at Bekangdam XIV Hasanuddin

Based on the hypothesis test on the t test in regression analysis, it was obtained that the value of $\text{Sig.}0.000 < 0.05$ which means that the work environment had a significant effect on personnel performance in Bekangdam XIV Hasanuddin with the proposed H1 hypothesis was accepted and H0 was rejected. This statement is supported by respondents' responses with very high scores.

In the work environment variable, the indicators used as operational variables consist of two, namely the physical work environment and the non-physical work environment. Physical work environment with six question points consisting of; 1) I feel comfortable with the work environment with a mean of 4.68 with very high criteria, 2) a well-organized and neat environment of 4.64 with very high criteria, 3) complete material with a mean score of 4.65 with very high criteria, 4) the air temperature in the work room is cool with a mean score of 4.42 with very high criteria, 5) facilities are available with a score of 4.42 with a very high score, 6) Good lighting in the workspace and sunlight assistance with a mean score of 4.60 with an average mean score against the overall physical environment indicators of 4.58 with a very high score.

In the second indicator, the non-physical work environment consists of 1) interacting with all employees with a score of 4.18 with high criteria, 2) unhealthy lifestyle that makes fatigue with a score of 4.18 with high criteria, 3) reduced concentration due to frequent fatigue with a score of 4.49 with a very high score, 4) difficulty sleeping with a score of 3.3 with neutral criteria, 5) frequent headaches due to not being able to bear the burden with high scores, 6) there are activities outside the office that often make you tired with Neutral criteria. Of the overall non-physical indicators, the average mean is **3.81** and is at **high criteria**.

The work environment is very influential on personnel performance. Personnel performance will increase along with aspects of the work environment. The aspect of the work environment that has a big influence is the condition of the work environment which is divided into two, namely physical and non-physical work environments. These two working environment conditions are interconnected and balanced. With this balanced work environment aspect, work will be more supported by a conducive work environment to make work achievements more optimal.

In the aspect of the physical work environment, some things that affect are lighting, room color, air circulation, cleanliness, and room comfort. If the workplace has a place to relax, gather and play. Employee performance will increase because the workplace is a primary thing that directly affects the psychology of each team, which will later improve the performance of each individual. In a non-physical work environment, the most influencing thing is the work culture in the organization. Work culture in the organization includes task structure, job design, patterns of cooperation in the team, leadership. Work culture is measured by the habits in the company, the character of the leader and the institution's organisational structure.

Based on the criteria described above, the unity of Bekangdam XIV Hasanuddin in terms of physical work environment has been responded that those related to the physical work environment have been prepared completely by the institution and in the non-physical work environment based on respondents'

responses have fulfilled all matters related to non-physical indicators and need special attention to be improved better.

4. CONCLUSION

Work culture has a significant effect on the performance of personnel of the XIV Hasanuddin Transport Briefing (Bekangdam), it can be explained that with the improvement of work culture, it has an impact on improving the performance of personnel at the XIV Hasanuddin Transport Briefing (Bekangdam). The work environment has a significant effect on the performance of XIV Hasanuddin Transport Briefing (Bekangdam) personnel, it can be interpreted that linearly if the work environment is good it will have a significant effect on the performance of XIV Hasanuddin Transport Briefing (Bekangdam) personnel.

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