THE INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON THE PERFORMANCE OF TEGALWARU VILLAGE OFFICE EMPLOYEES, CILAMAYA WETAN DISTRICT

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ARTICLE INFO	ABSTRACT
Keywords: organizational culture, work motivation, employee performance	This study aims to explain the effect of organizational culture and work motivation on employee performance at the Tegalwaru Village Office, Cilamaya Wetan District, both partially and simultaneously, using descriptive and quantitative approaches. The number of samples is 79 respondents using a saturated sampling technique (census). Furthermore, the data was analyzed by path analysis (path analysis). The results of the research data analysis obtained the following conclusions: (1) The organizational culture at the Tegalwaru Village Office was good. (2) Work motivation at the Tegalwaru Village Office is good. (3) The performance of employees at the Tegalwaru Village Office is good. (4) There is a very strong correlation between organizational culture and work motivation of 0.829. (5) The influence of organizational culture on employee performance is obtained by sig. (0.000) < α (0.05) and tcount (3.865) > ttable (1.665) then Hodi Rejected, meaning that organizational culture partially affects employee performance. (6) The effect of work motivation on employee performance is sig. (0.000) < α (0.05) and tcount (3.988) > ttable (1.665) then Hodi Rejected, meaning that work motivation partially affects employee performance. (7) The influence of organizational culture and work motivation on employee performance obtained sig. (0.000) <α (0.05) and Fcount (90.017) > Ftable (3.12) then Hodi Rejected, meaning that organizational culture and work motivation simultaneously influence employee performance.
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1.   INTRODUCTION

Every organization always need employee in operate activity its operational. Remember employee is asset important for organization, then Lots necessary thing noticed related with enhancement performance, because good performance is one target organization in reach productivity high work. So that achievement good performance the No regardless from quality source Power good human too. Performance is results Work in a manner quality and quantity achieved by a person employee in carry out his job in accordance with not quite enough answer given to him (Mangkunegara, 2017:67). Own employee with level high performance become desire for every organization nor agency. With exists skilled, competent and performing employees with Good so matter This capable give great contribution in development agency. According to Mangkunegara (2017:75) stated There is a number of indicator in performance employee that is, the resulting quality, knowledge employees, volume of work, accuracy time, implementation duties and responsibilities answer.

With good performance, then every employee can finish all burden organization with effective and efficient so that problems that occur in organizations can resolved with ok. Rating performance is as evaluation results Work real with standard quality nor the quantity produced by each employee. Evaluation performance employee absolute must done For know achievements that can achieved every employee. is achievements every employee good, moderate, poor. Evaluation performance important for every employee and useful for organization For take decision and set action wisdom next.

Tegalwaru Village Office Subdistrict Cilamaya Wetan domiciled as head government lead village develop economy village, increase performance government village, increase infrastructure village and improve quality health society. Based on results observations and interviews conducted, that evaluation performance at the Tegalwaru Village Office Subdistrict Cilamaya Wetan use formula SKP achievements in the form of aspect quantity, quality, and time. With evaluation behavior Work covers aspect orientation

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service, integrity, commitment, discipline, cooperation and leadership. SKP value can seen in table 1 below.

Table 1. Employee Performance Targets (SKP) for the Tegalwaru Village Office Subdistrict Cilamaya Wetan

No	Value Elements	Achievement Value Work			Average
		2019	2020	2021	
1	SKP (Target Work employee)	94,12	92.80	90,12	92.35
2	Orientation Service	92.55	90.50	92.68	91.91
3	Integrity	94.90	92.11	92.54	93.18
4	Commitment	93.85	93.26	90.86	92.66
5	Discipline	93.33	92.74	90.10	92.06
6	Cooperation	94.30	95.12	92.56	93.99
7	Leadership	30.45	32.14	32.49	31.69
	Total value	84,79	84.10	83.05	83.98

Source : Tegalwaru Village Office Subdistrict Cilamaya Wetan, 2023

Based on table 1 can seen that target achievements performance employee (SKP) are in the category mark ok. However, if seen based on from 2019-2021 year total value target achievements performance staff (SKP) in the Tegalwaru Village Office Subdistrict Cilamaya Wetan experience decline. this naturally must fix it soon as fast Possible Because influential to performance employee of the Tegalwaru Village Office Subdistrict Cilamaya Wetan. Enhancement performance employees at the organization in a manner theoretical nor empirical can influenced by several factor according to Siagian in Surya Akbar (2018:6), namely culture organization and motivation work. this in line with research conducted by Mahlya Eva, et al (2021) which states that culture organization and motivation Work influential to performance employee.

Inside something institution nor organization Certain own different cultures, p the can become characteristic distinctive feature every organization. According to Robbins and Judge in Isnan M (2018:35) stated that culture organization is system meaning jointly held by members who differentiate organization from organization other. Value of culture organization the used every the employee inside organization as inside reference Work nor behave. if a organization own good culture, then will impact on creation something growing and advancing organization to reach objective from organization the. According to Judge in Selvina (2023:424) there is a number of indicator culture organization i.e., innovation, retrieval decisions, attention to things small, results work, interests employee, cooperation team, interests organization and stability organization.

With exists culture strong organization or positive can support employee in increase performance, on the other hand culture weak organization or negative can hinder and conflict with goals organization or company. this in line with research conducted by A Rafiq (2019) which states that culture organization influential to performance employee. Different with research conducted by Putri Isini, et al (2020) which states that culture organization No influential to performance. If every individual understand culture organization with right, then performance organization will increase as well as employee will feel motivated in carry out work the organization. Motivation Work is one decisive factor enhancement performance employee. With motivation high work, employee will Work more enterprising in carry out his job. According to Hasibuan in Selvina, et al (2023: 424) stated that motivation is gift Power the driving force that creates excitement Work someone, order them Want to Work same, work effective and integrated with all Power his efforts For reach satisfaction. Motivation For do something activity appear when somebody feel need For fulfil his needs. Abraham Maslow in Donni Juni Priansa (2017: 206) that set self man consists of five levels or hierarchy need that is, need physiology, safety needs, needs social needs will price self or recognition and need actualization.

Motivation much needed work employee For cultivate trust self in finish every job. Without realized motivation work too make employee more enthusiastic in work, because employee feel pushed For give results good job. If a employee own motivation high work, then employee the will Work with truly For achieve the target that has been determined by the company. On the other hand, if employee own low motivation, employees the only will Work in accordance what is he can. this in line with research conducted by Hery Winoto (2020) which states that motivation Work influential to performance employee. But different results found in research conducted by Tri, et al (2018) which stated that motivation Work No influential to performance employee. Based on study background back, study theory and results study previously had described above so study This will explain culture organization,

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motivation work and performance employee at the Tegalwaru Village Office Subdistrict Cilamaya Wetan, as well connection between third variable the.

2. METHODS

Method used in study This use approach quantitative. As for the analysis use method analysis descriptive and verification. According to Sugiyono (2019:11) method descriptive is working method For describe or give description to object under study via data or samples that have collected as is, without do analysis and create valid conclusion general. Whereas method study verification is purposeful method For know connection between every variable independent and dependent which are then tested using analysis hypothesis. For data analysis on research This use analysis path (*path analysis)*. Location on research This located at the Tegalwaru Village Office Subdistrict Cilamaya Wetan. Time of research conducted going on for 4 months, from March 2023 to with in June 2023. Population in the study This is employee of the Tegalwaru Village Office Subdistrict Cilamaya Wetan as many as 79 people. Because of the amount relative population small so in study In this case, the sampling technique used is *nonprobability sampling* with technique taken namely saturated sampling (*census)*. So that the sample used in the study This totaling 79 people.

3. RESULTS AND DISCUSSION
Results

Respondents study This is employee Tegalwaru Village Office Subdistrict Cilamaya Wetan with amount sample as many as 79 people.
Test Results Data Validity
Validity Test Variable Culture Organization

Table 2. Validity Test Results Culture Organization

Indicator	Statement items	r Count	Criteria	Information
Innovation	$X_1.1$	0.691	0, 3	Valid
	$X_1.2$	.656	0.3	Valid
Decision Making	X1.3	0.671	0.3	Valid
Attention to things small	X1.4	0.661	0.3	Valid
	X1.5	0.743	0.3	Valid
Work Results	X1.6	0.646	0.3	Valid
	X1.7	0.602	0.3	Valid
Interest Employee	$X_1.8$	0.653	0.3	Valid
	X1.9	0.611	0.3	Valid
Teamwork	$X_1.10$	0.693	0.3	Valid
	$X_1.1 1$	0.686	0.3	Valid
Interest Organization	$X_1.1 2$	0.657	0.3	Valid
	$X_1.1 3$	0.685	0.3	Valid
Stability organization	$X_1.1 4$	0.702	0.3	Valid
	$X_1.1 5$	.630	0.3	Valid

Source : SPSS Processing Results, 2023

Based on table 2 validity test results showing that variable motivation Work valid because mark whole indicator more from 0.3. Validity Test study variable motivation Work done with using SPSS v25.
Validity Test Variable Motivation Work

Table 3. Validity Test Results Motivation Work

Indicator	Statement items	r Count	Criteria	Information
Wages	$X_2.1$	0.729	0, 3	Valid
	$X_2.2$	0.738	0.3	Valid
	$X_2.3$	0.831	0, 3	Valid
Social Security	X2.4	0.727	0.3	Valid
Pension plan	X2.5	0.661	0.3	Valid
Colleague relations	X2.6	0.689	0.3	Valid
	X2.7	0.641	0.3	Valid
Relationship with leaders	X2.8	0.696	0.3	Valid
	X2.9	0.854	0.3	Valid
Environmental recognition	X2.10	0.774	0.3	Valid
	X2.11	0.778	0.3	Valid

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	X2.12	0.723	0.3	Valid
Self-Actualization Needs	X2.13	0.773	0.3	Valid
	X2.14	0.727	0.3	Valid
	X2.15	0.781	0.3	Valid

Source : SPSS Processing Results, 2023

Based on table 3 validity test results showing that variable motivation Work valid because mark whole indicator more from 0.3. Validity Test study variable motivation Work done with using SPSS v25.

Validity Test Employee Performance Variables

Table 4. Employee Performance Validity Test Results

Indicator	Statement items	r Count	Criteria	Information
Produced quality	Y. 1	0.73 2	0, 3	Valid
	Y. 2	0.742	0.3	Valid
Knowledge employee	Y. 3	0.777	0.3	Valid
	Y. 4	0.719	0.3	Valid
work volume	Y. 5	0.7 68	0.3	Valid
	Y. 6	0.773	0.3	Valid
Accuracy time	Y.7	0.76 9	0.3	Valid
	Y.8	0.7 54	0.3	Valid
Implementation task	Y.9	.740	0.3	Valid
	Y.10	0.8 02	0, 3	Valid
	Y.11	0.7 78	0, 3	Valid
	Y.12	0.721	0.3	Valid
Responsibility	Y.13	0.79 7	0.3	Valid
	Y.14	0.740	0.3	Valid
	Y.15	0.708	0.3	Valid

Source : SPSS Processing Results, 2023

Based on table 4 validity test results showing that variable performance employee valid because mark whole indicator more from 0.3. Validity Test study variable performance employee done with using SPSS v25.

Reliability Test

Table 5. Reliability Test Results

Variable	r count	Criteria	Information
Culture Organization (X $_1$)	0.910	0.6	Reliable
Motivation Work (X $_2$)	0.942	0.6	Reliable
Employee Performance (Y)	.945	0.6	Reliable

Processing Results, 2023

Table 5 shows that r counts the cultural variable organization by 0, 910, motivation work of 0.9 42, and performance employee by 0, 945. it can be concluded that all variables in this study are declared reliable because the r count is greater than 0.6.

Normality Test

Table 6. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		79
Normal Parameters [a,b]	Means	.0000000
	std. Deviation	4.89600370
Most Extreme Differences	absolute	087
	Positive	083
	Negative	-.087
Test Statistics		087
Asymp. Sig. (2-tailed)		.200 [c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Processing Results, 2023

In table 6 shows that all variable follow distribution of normal distribution data because mark significant all variable of 0.200 more big from 0.05. so can concluded that variable culture organization (X $_1$), motivation work (X $_2$), and performance employee (Y) is normally distributed.

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Analysis Descriptive
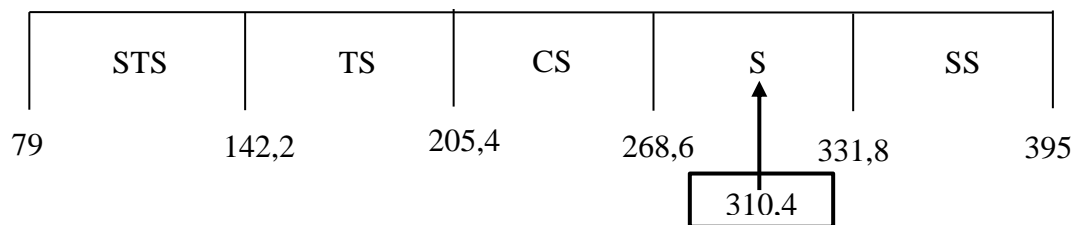**Analysis Results Descriptive Variable Culture Organization (X $_1$)**
The results of the recapitulation of a descriptive analysis of the respondents' answers about variables culture organization based on 1 5 statements. Based on the results of the respondents' responses to each statement in the questionnaire obtained a total score of 4,719 with an average of 314.6 is at a score of 4 with range scale 268.6-331.8 on criteria agree. It means culture organization that has applied employee of the Tegalwaru Village Office Subdistrict Cilamaya Wetan Already Good or in accordance but Still Not yet maximum. range scale variable culture organization can described in Figure 1 below this.

STS	TS	CS	S	SS
79	142,2	205,4	268,6	331,8	395

314,6

Figure 1. Variable Scale Range Culture Organization

**Analysis Results Descriptive Variable Motivation Work (X $_2$)**
The results of the recapitulation of a descriptive analysis of the respondents' answers about variables motivation Work based on 1 5 statements. Based on the results of the respondents' responses to each statement in the questionnaire obtained a total score of 4,656 with an average of 310.4 is at a score of 4 with range scale 268.6-331.8 on criteria agree. It means motivation work that has been applied employee of the Tegalwaru Village Office Subdistrict Cilamaya Wetan Already Good or in accordance but Still Not yet maximum. range scale variable motivation Work can described in Figure 2 below this.

STS	TS	CS	S	SS
79	142,2	205,4	268,6	331,8	395

310.4

Figure 2. Variable Scale Range Motivation Work

Analysis Results Descriptive Employee Performance Variable (X $_1$)
The results of the recapitulation of a descriptive analysis of the respondents' answers about variables performance employee based on 1 5 statements. Based on the results of the respondents' responses to each statement in the questionnaire obtained a total score of 4,822 with an average of 321.5 is at a score of 4 with range scale 268.6-331.8 on criteria agree. It means performance employee who has applied employee of the Tegalwaru Village Office Subdistrict Cilamaya Wetan Already Good or in accordance but Still Not yet maximum. range scale variable performance employee can described in Figure 3 below this.

STS	TS	CS	S	SS
79	142,2	205,4	268,6	331,8	395

321,5
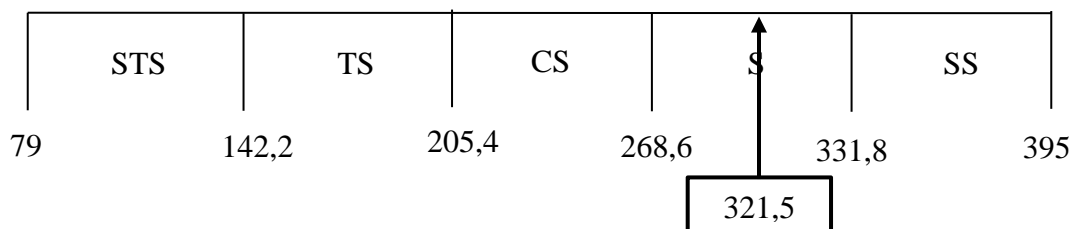
Figure 3. Employee Performance Variable Scale Range

Verification Analysis
Correlation analysis

Analysis Correlation used For know degrees connection between variable free (independent), and analysis correlation used in study This is *product moment correlation.* In analysis path, connection between variable free to have connection means, can counted magnitude influence direct nor influence No direct. For influence No direct is multiplication between coefficient track with coefficient the correlation. because That especially formerly calculated for each size coefficient correlation between variable exogenous the. For more he explained connection between second variable exogenous the can seen in table 7 below.

Table 7. Correlation Test Results between Culture Organization with Motivation Work

correlations

		Culture Organization	Motivation Work
Culture Organization	Pearson Correlation	1	.829 **
	Sig. (2-tailed)		.000
	N	79	79
Motivation Work	Pearson Correlation	.829 **	1
	Sig. (2-tailed)	.000	
	N	79	79
**. Correlation is significant at the 0.01 level (2-tailed).			

Processing Results, 2023

Based on table 7, a correlation between cultures is obtained organization (X_1) with motivation work (X_2) of 0.829 is in the coefficient interval 0.80-1.000 with very strong category. It can be concluded that culture organization (X_1) with motivation work (X_2) has a very strong and unidirectional correlation level because its value is positive. The correlation can be described in Figure 4 below this.
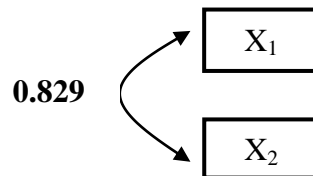
Figure 4. Correlation between culture organization (X_1) with motivation work (X_2)

Path Analysis (Path analysis)

Based on results data processing using SPSS, obtained coefficient track For every variable culture organization (X_1) and motivation work (X_2) to performance employee (Y). can seen in table 8 below this.

Table 8. Path Analysis Test Results (Path analysis)

Coefficients ª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	4,544	4,363		1,041	.301
	Culture Organization	.499	.129	.432	3,865	.000
	Motivation Work	.453	.114	.445	3,988	.000
a. Dependent Variable: Employee Performance						

Processing Results, 2023

Based on Table 8 shows coefficient track between variable culture organization (X_1) and motivation work (X_2) to performance employee (Y). Coefficient track the can depicted in figure 5 below this.
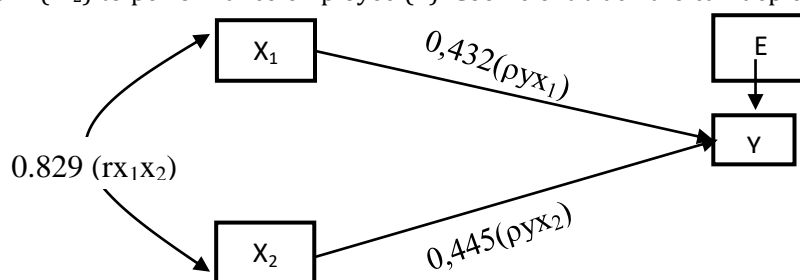
Figure 5. Variable Path Analysis Model Culture Organization (X_1) and Motivation Work (X_2) on Employee Performance (Y)

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Based on Figure 5 shows that coefficient track variable culture organization (X_1) of 0.432 and motivation Work (X_2) of 0.445 more big contribution to performance employee (Y) compared variable culture organization (X_1). Furthermore influence direct and not direct in a manner together from variable culture organization (X_1) and motivation work (X_2) to performance employee (Y) can seen in table 9 below.

Table 9. Influence Direct and Indirect Culture Organization (X_1) and Motivation Work (X_2) on Employee Performance (Y)

Variable	Path Coefficient	Direct Influence	Indirect Influence X1	Indirect Influence X2	Subtotal Influence
Organizational Culture (X_1)	.432	0.187	------	0.159	0.346
Motivation Work (X_2)	.445	0.198	0.159	------	.357
Total Influence					0.703
Effect of other Variables (ε)					0.297

SPSS Data Processing Results, Processed Researcher, 2023

Based on Table 9 shows that total influence direct and not direct between culture organization (X_1) and motivation work (X_2) to performance employees (Y) of 0.703 or 70.3%. influence from another variable is of 1 – 0.703 = 0.297 or by 29.7%. Total influence variable culture organization (X_1) and motivation work (X_2) to performance employee (Y) is magnitude coefficient determination (R^2) can seen in table 10 below.

Table 10. Coefficient Test Results Determination (R^2)

		Model Summary [b]		
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.839 [a]	.703	.695	4,960

a. Predictors: (Constant), Motivation Work, Culture Organization
b. Dependent Variable: Employee Performance

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Based on table 10 above mark coefficient R Square (R^2) of 0.703 or 70.3%. So you can taken conclusion magnitude influence variable culture organization (X_1) and motivation work (X_2) to performance employees (Y) of 70.3% meanwhile the rest (100% - 70.3% = 29.7%) performance employee influenced by other variables that are not researched in study this.

Hypothesis Test

Cultural Correlation Organization (X_1) with Motivation Work (X_2)

Correlation test use one formula from *pearson product moment* with multiplication score original as following :

$$r = \frac{n \sum X1 - (\sum X1)(\sum X2)}{\sqrt{[n \sum X1^2 - (\sum X1)^2][n \sum X2^2 - (\sum X2)^2]}}$$

Is known :

$$n = 79, \sum X1 = 4719, \sum X2 = 4656, \sum X1X2 = 282563, \sum X1^2 = 286595,$$

$$\sum X2^2 = 280506$$

So :

$$r = \frac{79 \times 282563 - (4719)(4656)}{\sqrt{[79(286595) - (4719)^2][79(280506) - (4656)^2]}}$$

$$r = \frac{722322477 - 21971664}{\sqrt{[22641005 - 22268961][22159974 - 21678336]}}$$

$$r = \frac{350813}{\sqrt{(372044)(481638)}}$$

$$r = \frac{350813}{\sqrt{179190528072}}$$

$$r = \frac{350813}{4223309,022}$$

$$r = 0,829$$

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Based on calculations on show that r count value of 0.829, that is culture organization (X_1) with motivation work (X_2) has a very strong and unidirectional correlation level because its value is positive and based table 7 sig value of (0.000) < (0.05). So it can be concluded that there is a relationship positive and significant between culture organization (X_1) with motivation work (X_2).

Testing hypothesis Influence Variable kindly Partial (t test)

Table 11. Hypothesis Test Results kindly Partial (t test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	**std. Error**	**Betas**		
1 (Constant)	4,544	4,363		1,041	.301
Culture Organization	.499	.129	.432	3,865	.000
Motivation Work	.453	.114	.445	3,988	.000
a. Dependent Variable: Employee Performance					

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hypothesis Partial Influence Culture Organization (X_1) on Employee Performance (Y)

Table 12. Influence Partial Culture Organization (X_1) on Employee Performance (Y)

Structure	Sig.	α	t_{count}	t_{table}	Conclusion
ρyx_1	0.000	0.05	3,865	1,665	H_o rejected

SPSS Data Processing Results, Processed Researcher, 2023

Based on table 12 shows that the value of sig. (0.000) < α (0.05) and t_{count} (3.865) > t_{table} (1,665) then Ho is Rejected. Thus it can be concluded that culture organization (X_1) partially affects employee performance (Y).

hypothesis Partial Influence Motivation Work (X_2) on Employee Performance (Y)

Table 13. Influence Partial Motivation Work (X_2) Against Employee Performance (Y)

Structure	Sig.	α	t_{count}	t_{table}	Conclusion
Pyx_2	0.000	0.05	3,988	1.665	H_o rejected

SPSS Data Processing Results, Processed Researcher, 2023

Based on table 13 shows that the value of sig. (0.000) < α (0.05) and t_{count} (3,988) > t_{table} (1,665) then Ho is rejected. Thus it can be concluded that motivation work (X_2) partially affects employee performance (Y).

Testing hypothesis Influence Variable kindly Simultaneous (Test F)

Table 14. Calculation results for the value of F

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	4429.160	2	2214580	90017	.000 b
	residual	1869726	76	24,602		
	Total	6298,886	78			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Motivation Work, Culture Organization						

Processing Results, 2023

Based on Table 14 shows that sig. (0.000) < α (0.05) and F_{count} (90.017) > F_{table} (3.12) then Hodirejected. With thereby can concluded that culture organization (X_1) and motivation work (X_2) influential in a manner simultaneous to performance employee (Y).

Discussion

Analysis Descriptive Variable Culture Organization (X_1)

Analysis results descriptive showing that variable culture organization get a total score of 4,719 with an average of 314.6 is at score 4 with range scale 268.6-331.8 on criteria agree. It means culture organization that has applied employee of the Tegalwaru Village Office Already Good or in accordance but Still Not yet maximum. As for indicators with score biggest that is Decision Making and indicators with score smallest is cooperation team. According to Judge in Selvina (2023:424) there is a number of indicator culture organization i.e., innovation, retrieval decisions, attention to things small, results work, interests employee, cooperation team, interests organization and stability organization. It means the aspects put forward by Judge in a way No direct applied to Tegalwaru Village Office Employees.

Analysis Descriptive Variable Motivation Work (X $_2$)

Analysis results descriptive showing that variable motivation Work get a total score of 4,656 with an average of 310.4 is at score 4 with range scale 268.6-331.8 on criteria agree. It means motivation work that has been applied employee of the Tegalwaru Village Office Already Good or in accordance but Still Not yet maximum. As for indicators with score biggest that is confession from environment and indicators with score smallest is connection fellow colleague work and relationships with leader. According to Abraham Maslow in Donni Juni Priansa (2017: 206) that set self man consists of five levels or hierarchy need that is, need physiology, safety needs, needs social needs will price self or recognition and need actualization. It means aspects put forward by Abraham Maslow in a way No direct applied to Tegalwaru Village Office Employees.

Analysis Descriptive Employee Performance Variable (Y)

Analysis results descriptive showing that variable performance employee get a total score of 4,822 with an average of 321.5 is at score 4 with range scale 268.6-331.8 on criteria agree. It means performance employee who has applied employee of the Tegalwaru Village Office Already Good or in accordance but Still Not yet maximum. As for indicators with score biggest that is produced quality and indicators with score smallest is knowledge employees and work volume. According to Mangkunegara (2017:75) states There is a number of indicator in performance employee that is, the resulting quality, knowledge employees, volume of work, accuracy time, implementation duties and responsibilities answer. It means aspects put forward by Mangkunegara in a manner No direct applied to Tegalwaru Village Office Employees.

Correlation Culture Organization (X $_1$) with Motivation Work (X $_2$)

Based on correlation test results between cultures organization with work motivation has value correlation of r 0.829 is in the coefficient interval 0.80-1.000 with very strong category and known sig (0.000) < α (0.05) and t $_{count}$ (13.013) > t $_{table}$ (1.665), then can stated that Ho direjected, meaning There is significant relationship between culture organization (X $_1$) with motivation work (X $_2$). Research results This in line with research conducted by Pratiwi Lesmanawati (2017) with title " Influence Leadership, Culture Organization And Motivation On the Performance of State Middle School Teachers in the District Ciasem Subang Regency " which states that there is correlation between culture organization with motivation work.

Cultural Influence Organization (X $_1$) on Employee Performance (Y)

Based on the results of the t test for cultural influences organization (X $_1$) on employee performance (Y) has a sig. (0.000) < α (0.05) and t $_{count}$ (3.865) > t $_{table}$ (1.665) then Ho di Rejected. Thus it can be concluded that organizational culture (X $_1$) partially affects employee performance (Y). Research results This in line with research conducted by A Rafiq (2019) with title " Influence Culture Organization and Motivation Work On the Performance of Dompet Foundation Employees Dhuafa Jakarta" which stated that culture organization influential to performance employee.

Partial Effects of Motivation Work (X $_2$) on Employee Performance (Y)

Based on the results of the t test for the influence of motivation Work (X $_2$) on employee performance (Y) shows that the value of sig. (0.000) < α (0.05) and t $_{count}$ (3, 988) > t $_{table}$ (1,6 65) then Ho is rejected. Thus it can be concluded that motivation work (X $_2$) partially affects employee performance (Y). Research results This in line with research conducted by Hery Winoto (2020) with title " Influence Culture Organization And Motivation Work Against Employee Performance (Case Study at PT. GCM) "which states that motivation Work influential to performance employee.

Simultaneous Influence Culture Organization (X $_1$) and Motivation Work (X $_2$) on Employee Performance (Y)

Based on the results of the F test influence culture organization (X $_1$) and motivation Work (X $_2$) on employee performance (Y) showing that sig. (0.000) < α (0.05) and F $_{count}$ (90.017) > F $_{table}$ (3.12) then Ho direjected. With thereby can concluded that culture organization (X $_1$) and motivation work (X $_2$) influential in a manner simultaneous to performance employee (Y). Total influence culture organization (X $_1$) and motivation Work (X $_2$) on employee performance (Y) by 70.3% meanwhile the remaining 29.7% performance employee influenced by other variables that are not researched in study this. Research results This in line with research conducted by Mahlya Eva, et al (2021) with title " Influence Culture Organization And Motivation Work Regarding the Performance of Serdang Bedagai Regional Agriculture Service Employees " stating that culture organization and motivation Work influential in a manner

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significant to performance employee. From this statement it can be seen that culture organization (X_1) and motivation Work (X_2) can affect performance employee (Y).

4. CONCLUSIONS

Culture organization at the Tegalwaru Village Office Subdistrict Cilamaya Wetan Already Good matter This seen from average value of 314.6 is in the criteria agree. Motivation Work at the Tegalwaru Village Office Subdistrict Cilamaya Wetan Already Good matter This seen from average value of 310.4 is in the criteria agree. Employee Performance at the Tegalwaru Village Office Subdistrict Cilamaya Wetan Already Good matter This seen from average value of 321.5 is in the criteria agree. There is very strong and positive correlation between culture organization with motivation Work of 0.829. There is influence in a manner Partial culture organization to performance employee by 34.6%. There is influence in a manner Partial culture organization to performance employee by 35.7%. There is influence in a manner simultaneous culture organization and motivation Work to performance employee by 70.3%, meanwhile the remaining 29.7% constitute influence other variables that are not researched in study this.

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