

The Influence Of Organizational Culture And Work Environment On Employee Work Productivity At The Animal Husbandry And Animal Health Service Of Lampung Province

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ABSTRACT

DISNAKKESWAN Lampung Province faces employee productivity challenges such as lack of control and supervision, including tardiness issues. A less than optimal work environment, such as limited space and facilities, also hampers productivity. In addition, weak organizational culture and the inability to match work demands with employee needs also interfere with performance. The study aims to examine more deeply about these two factors whether they can increase employee productivity. The target of the respondents is employees of the Lampung Province Livestock and Animal Health Service (DISNAKKESWAN). 50 employees were used as a sample for this study. Saturated samples are used as a sampling technique. Using primary data obtained by distributing questions directly using paper whose number is in accordance with the number of questions to be answered and the number of respondents. SPSS 26 is used as a data processing application. The results of linear regression showed that the dependent variable had a positive role in the independent variable. Hypothesis analysis shows that organizational culture and work environment are very supportive of work productivity. Then simultaneously the two independent variables have an impact on the bound variable. Although this research still has some limitations, the author hopes that the results of this research can be a useful guide in the future, so that employees can be more optimal in their work and are expected to increase employee productivity.

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INTRODUCTION

The increasingly tight work competition in today's era makes labor productivity an important point in realizing organizational success. As one of the government agencies that has a strategic role in managing the livestock and animal health sector, the Lampung Provincial Animal Husbandry Service must continue to improve its work productivity to achieve the results that have been set. The observation found the phenomenon of lack of control and

supervision of employees in carrying out the rules that have been set. Employee tardiness and ineffective controls have a significant impact on organizational performance and goal achievement. Tardiness often disrupts workflow and affects team coordination, which can lead to a decrease in overall productivity. Ineffective controls result in non-compliance with rules and standards, lowering the quality of work and adding to the managerial burden of fixing problems. Both hinder the achievement of set results and demotivate employees, as they feel there is no clear structure or oversight, reducing their morale and work efficiency. Meanwhile, if you continue to demand employees without paying attention to their conditions, it is an unwise action and can actually make employees discouraged or unhealthy which will reduce their productivity (Jemi et al., 2018:65).

Employee work productivity is part of the results of work requirements that must be carried out by each employee. The requirements are that employees are willing to work hard and be responsible (Wuran et al, 2021:2). According to Risnawan (2018:84), employee work productivity in completing varied and complex tasks is very crucial. Numerous components, such as the planning, execution, and control of development and enhancement of organizational quality, influence this productivity.

As an agency responsible for managing the livestock and animal health sector, the Lampung Provincial Livestock Service certainly faces various challenges in carrying out its duties and functions. Overcoming these challenges and achieving optimal work productivity requires a strong and positive organizational culture. Organizational culture is useful for binding, unifying, identity, image, brand, driving force (motivation), and improvement to be different from other organizations, can be learned to be passed down to the next generation, and used as a reference in organizing to achieve the results that have been set (Risnawan, 2018:86).

The importance of an organizational culture lies in its ability to create a work environment that is conducive to the growth and development of individuals and the group as a whole. Novitanti & Ica (2023:25) expressed their opinion that a strong culture drives organizational productivity. However, when the organizational culture is weak, the opposite happens and the employee productivity process is hampered.

Another factor that is no less important in maintaining and increasing work productivity is the work environment. Wahyuningsih (2018:1) stated that a pleasant & comfortable work environment is likely to arouse passion and enthusiasm in working, with more productive work activities. The work environment is a place where individuals (employees) spend most of their time completing their work. The work environment is usually designed to increase the productivity, comfort, and welfare of employees. Companies must provide an environment that supports cooperation between superiors and subordinates, as well as employees with the same position (Indahyati & Hendarti, 2020:278). There is a phenomenon in the work environment, namely the lack of space or space in implementing the layout of work equipment and office objects. This is demonstrated by the restricted area for staff mobility, which has a significant impact on the execution of performance. A good work environment can be seen from the conditions, such as adequate lighting, perfect air circulation, minimal noise,

connections between employees, and the availability of other supporting facilities. According to Fau & Buulolo (2023:534), the facilities provided to employees have a direct impact on their work enthusiasm, which in turn can increase productivity to the maximum. Based on previous research by Fau & Buulolo (2023:535), it was found that the quality or condition of the work environment has been proven to have an impact on work productivity, with a positive impact. Based on the description above, the author is motivated to carry out the research and study it in more depth with the aim of enabling employees to increase their productivity, and it is hoped that the results of this research can be a useful guide.

RESEARCH METHODS

Literature Review

Organizational culture refers to the method of sharing meaning among members of an organization, distinguishing it from others (Timothy & Judge, 2018:355). This culture is shaped by the work environment, defined as the physical and social context in which employees carry out their tasks.. According to Indahyati & Hendarti (2020:278), a company must create and maintain a conducive work environment that fosters collaboration among individuals at all levels, including superiors, subordinates, and peers. The effectiveness of this environment is reflected in work productivity, which denotes the ability of employees to produce goods or services efficiently and achieve desired outcomes (Mahawati et al., 2021:148).

Table 1. Variables and Indicators

Variables and Indicators	Source
Organizational culture <ul style="list-style-type: none"> - Human oriented - Results oriented - Team oriented 	Pranitasari et al (2018:22)
Work environment <ul style="list-style-type: none"> - Air temperature at work - Workspace layout in the workplace - Air circulation in the workplace - Lighting levels in the workplace - Relationships between employees in the workplace - Relationship between employees and leaders in the workplace 	Sedarmayanti in Suwondo & Sutanto (2015:139)
Workplace productivity (spirit at work, self-improvement, quality, efficiency, and ability to improve results)	Sutrsino in the Jungle (2016:40)

Research Framework

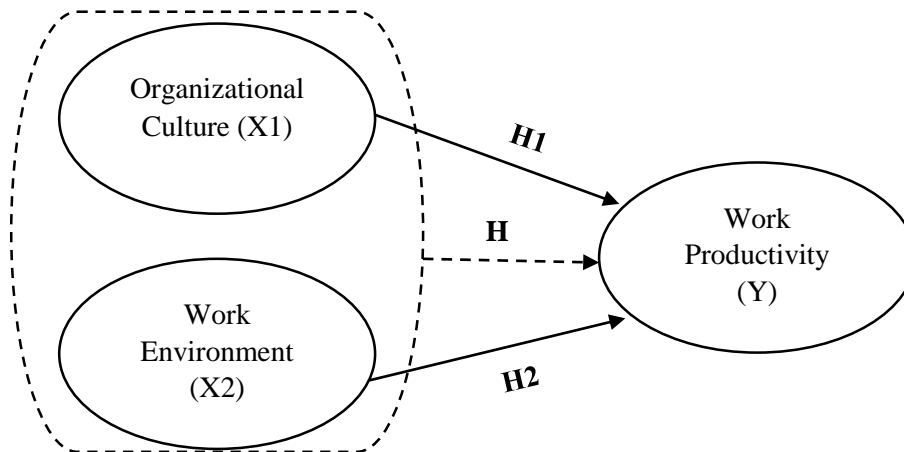


Figure 1. Research Framework

There are 3 known hypotheses in the research, namely:

H1: Organizational culture influences work productivity.

H2: The work environment influences work productivity.

H3: Organizational Culture and Work Environment influence work productivity.

Types of research

This study employs a descriptive quantitative methodology. Quantitative is based on the positivism paradigm and is used in studying the condition of natural objects for sampling as a source of research data as explained by Sugiyono (2016:14). Quantitative research delivers data consisting of numbers as a result of the research process. The data used is primary data (original), including the opinions of each individual or group. Descriptive quantitative research describes variables according to the actual situation, supported by numerical data taken from the actual situation.

Population and the sample

The population used in this study were workers at the Livestock and Animal Health Service Office of Lampung Province with a sample size of 50 people.

Method of collecting data

Data were collected through surveys, then distributed using questionnaires. This facility is used to collect information by designing statements or questions to respondents, who are then asked to provide their responses. A Likert scale is used for each questionnaire statement at five levels of answer choices. This Likert scale is used to determine the size or analyze data related to opinions, ideas, or perceptions of individuals or groups about an event (Sugiyono, 2016:134). In a Likert scale used to measure the degree of agreement or disagreement with a statement, each response is assigned a specific weight to reflect its intensity. The response Strongly Agree (SA) indicates full agreement and is weighted 5. Agree (A) indicates strong agreement and is weighted 4. Neutral (N) response indicates a neutral or impartial attitude and is weighted 3. Disagree (D) indicates clear disagreement with a weight of 2. While

Strongly Disagree (SD) indicates full disagreement and is given a weight of 1. This scale is used to quantitatively measure respondents' opinions.

Data Analysis Methods

The gathered data was tested using validity, reliability, multiple linear regression, partial test, simultaneous test, and coefficient of determination. Multiple linear regression tests were used to examine the impact of (X1) and (X2) on (Y). To investigate the effects of each independent variable separately on the dependent variable, a partial test was used. The regression model's applied equation is :

$$Y = a + \beta_1X_1 + \beta_2X_2 + e$$

RESULTS AND DISCUSSION

Validity Test

The validity test is used to evaluate the generated data's reliability (Sugiyono, 2016:173). The validity of the instrument is proven by its capacity to measure the things it is designed to measure. If the correlation value (rcount) is higher than the crucial value (rtable), the test is deemed valid; if it is lower than rtable, it is deemed invalid. The critical value of r (rtable) for this test is set at 0.278.

Table 3. Organizational Culture Validity Test (X1)

Item	rcount	rtable	Information
1,1	0.631	0.2780	
1,2	0.577	0.2780	
1,3	0.516	0.2780	
1,4	0.659	0.2780	
1,5	0.703	0.2780	valid
1,6	0.743	0.2780	
1,7	0.652	0.2780	
1,8	0.728	0.2780	
1,9	0.578	0.2780	

Table 4. Work Environment Validity Test (X2)

Item	rcount	rtable	Information
2,1	0.651	0.2780	
2,1	0.590	0.2780	
2,3	0.732	0.2780	
2,4	0.710	0.2780	
2,5	0.840	0.2780	
2,6	0.510	0.2780	valid
2,7	0.695	0.2780	
2,8	0.620	0.2780	
2,9	0.688	0.2780	
2,10	0.804	0.2780	
2,11	0.743	0.2780	
2,12	0.592	0.2780	

Item	rcount	rtable	Information
2,13	0.758	0.2780	
2,14	0.718	0.2780	

Table 5. Work Productivity Validity Test (Y)

Item	rcount	rtable	Information
Y1	0.366	0.278	
Y2	0.360	0.278	
Y3	0.361	0.278	
Y4	0.389	0.278	
Y5	0.675	0.278	
Y6	0.521	0.278	
Y7	0.386	0.278	
Y8	0.400	0.278	
Y9	0.360	0.278	
Y10	0.522	0.278	Valid
Y11	0.379	0.278	
Y12	0.495	0.278	

Source: SPSS 26

Considering the data processing displayed in the preceding table, the validity test of the research instrument shows the correlation value of $r_{count} > r_{table}$ for each statement in all variables. Thus, it is explained that all instruments for each variable are valid and suitable for use to measure accurately.

Reliability Test

Reliability testing is carried out to ensure that the measurement of the results is consistent. A reliable instrument is a form of instrument that gets the same results even when used repeatedly on the measurement of the same object (Sugiyono, 2016:173). The reliability coefficient of the instrument is confirmed to be reliable when the value is at least 0.6, and when the value is less than 0.6, the instrument is confirmed to be unreliable. Therefore, for instruments with a reliability coefficient above 0.6, it can be confirmed to be reliable and trusted, while instruments below 0.6 can be confirmed to be unreliable and cannot be trusted. Reliability is listed in the following table:

Table 6. Reliability Test

Variables	Cronbach's Alpha	Information
Organizational Culture (X1)	0.816	
Work Environment (X2)	0.914	Reliable
Work Productivity (Y)	0.612	

As shown by the processed results above, Cronbach's Alpha is seen to be more than 0.6 in each variable. This finding shows that the instruments used for all variables are considered reliable.

Multiple Linear Regression

The use of regression tests as a prediction of changes in the value of dependent variables when independent variables are changed up or down (manipulation) (Sugiyanto, 2020:213). The results of the pilot test are shown in Table 7 below:

Table 7. Multiple Regression Test

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	28,971	2.363		12,260	.000
Organizational culture	.170	.076	.205	2.248	.029
Work environment	.301	.038	.728	7,967	.000

a. Dependent Variable: Work Productivity

The equation indicates that, according to the computations in the following table:

$$Y=28.971+0.170+0.301+e$$

So the results of the analysis can be explained:

1. The constant result, which is 28.971, indicates that in the event that the independent variable has a value of zero, the dependent variable is presumed to have a value of 28.971.
2. The organizational culture variable's regression coefficient (X1) produced a positive value of 0.170, indicating that an increase of one unit in the organizational culture variable will result in an increase of 0.170 in the work productivity variable (Y).
3. The work environment variable's (X2) regression coefficient yielded good results, with a value of 0.301. Put otherwise, an increase of one unit in the work environment variable results in a corresponding rise of 0.301 in the work productivity variable (Y).

Partial Test (t-Test)

A partial test is utilized to ascertain whether each independent variable can have a significant impact on the dependent variable (Ghozali, 2018: 98). If the independent variable's tcount value is greater than the ttable value or the t test's significance is less than 0.05, it is assumed that the independent variable influences the dependent variable.

Table 8. t-test

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	28,971	2.363		12,260	.000
Organizational culture	.170	.076	.205	2.248	.029
Work environment	.301	.038	.728	7,967	.000

a. Dependent Variable: Work Productivity

Source: SPSS26

With the data processed and presented as shown above, it is explained as follows:

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1. H1: The hypothesis test of organizational culture on work productivity obtained $t_{count} > t_{table}$ ($2.248 > 1.677$), with a significance level of 0.05 so that it is known ($0.029 < 0.05$). Thus, this hypothesis can be accepted because organizational culture shows a significant and positive impact on employee work productivity at the Animal Husbandry and Animal Health Service of Lampung Province.
2. H2: The hypothesis test of the work environment on work productivity obtained the results of $t_{count} > t_{table}$ ($7.967 > 1.677$), with a significance level of 0.05, so it is known ($0.000 < 0.05$). Thus, this hypothesis is accepted because the work environment shows a significant and positive impact on employee work productivity at the Animal Husbandry and Animal Health Service of Lampung Province.

Simultaneous Test (F Test)

To determine if the independent variables affect the dependent variables concurrently, a simultaneous test is performed (Ghozali 2018:179). Simultaneously shows that organizational culture and work environment affect work productivity simultaneously. Explained as follows:

Table 9. f test

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	332.302	2	166,151	73,271	.000b
	Residual	106,578	47	2.268		
	Total	438,880	49			

a. Dependent Variable: Work Productivity

b. Predictors: (Constant), Work Environment, Organizational Culture

Source: SPSS26

Table 9 shows $F_{count} > F_{table}$ ($73.271 > 3.20$) and produces a significance value < 0.05 . Therefore, it is concluded that the variables of organizational culture and work environment together have a large and positive influence on work productivity.

Coefficient of Determination (R²)

In assessing the independent variables, the coefficient of determination evaluates how effective the model is. R² values are in the range of 0 to 1. A low R² indicates that only part of the variance in the dependent variable can be explained by the independent variable. Conversely, a high R² value indicates that the independent variables can explain almost all changes in the dependent variable (Ghozali, 2018: 97). The following is an explanation of these results:

Table 10. R² Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.870a	.757	.747	1,506

a. Predictors: (Constant), Work Environment, Organizational Culture

Source: SPSS 26

The R Square value is found to be 0.757, meaning that work environment and organizational culture can influence 75.7% of changes in the dependent variable (work productivity). This means that 24.3% of variations in the dependent variable are influenced by other variables, and 75.7% of changes in the dependent variable are caused by the independent variables taken as a whole.

Discussion

The Influence of Organizational Culture on Work Productivity

The organizational culture variable has a coefficient of 0.170, which suggests a positive value, according to the regression data. This demonstrates how the organizational culture of the Lampung Province Animal Husbandry and Animal Health Service encourages worker productivity. The value is significant, as indicated by the t-test findings, which show that t count 2.248 > t table 0.1677 and $0.029 < 0.05$ at the significance level. As a result, it is agreed upon that company culture influences how productively employees work. This conclusion confirms earlier findings by Jemi et al. (2018:73) and Indrawati & Sembiring (2021:12), according to which corporate culture has a positive and noteworthy impact on worker productivity.

The Influence of the Work Environment on Work Productivity

With a coefficient of 0.301, the regression analysis demonstrates that the work environment positively affects productivity at work. Employees that work in a safer atmosphere typically do better. The hypothesis that there is a positive and significant effect is validated, according to the t-test results (t -count 7.967 > t -table 1.677, significance 0.000 < 0.05). These results are consistent with other studies by Nabella et al. (2021) and Jhon & Buulolo (2023), which also showed the beneficial effect of the work environment on productivity.

The Influence of Organizational Culture and Work Environment on Work Productivity

Based on the calculation results, there is a significant difference between the F count and F table values ($73.271 > 3.20$), which indicates that the independent variables as a whole have a significant influence on the dependent variable. The t-test also confirmed the influence of each independent variable on the dependent variable ($0.00 < 0.05$). In addition, the coefficient of determination of 0.757 indicates that most of the information about the dependent variable can be explained by the independent variables.

CONCLUSION

Based on research at the Livestock and Animal Health Service Office of Lampung Province, it was found that employee work productivity is significantly influenced by organizational culture and work environment. Organizational culture has a positive impact with a regression coefficient of 0.170 and a significance level of 0.029, which supports the hypothesis that organizational culture increases work productivity. The work environment also has a significant influence, indicated by a regression coefficient of 0.301 and a significance of 0.000, which shows that a safe and supportive work environment increases productivity. The simultaneous test confirmed that these two independent variables together have a significant

influence on work productivity, with a coefficient of determination of 0.757, indicating that organizational culture and work environment play an important and mutually supportive role in improving work productivity.

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