

Relationship Of Organizational Culture With Employees Performance At The Langsa Lama Puskesmas kab. Aceh Timur in 2021

Amsarah Br.Munthe

¹Program Studi Keperawatan, Sekolah Tinggi Ilmu Kesehatan Santa Elisabeth, Medan, Indonesia

ARTICLE INFO

ABSTRACT

Keywords:

*online games,
Addiction,
nursing,
college students*

Background: Employee performance is Employee Performance (Employee) Employee performance is a work achieved by an employee in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. One of the causes of employee performance is based on the results of an initial survey conducted by researchers on 8 employees at the Langsa Lama Health Center, Kab. East Aceh found that they lack discipline in using their working time, such as during working hours sometimes employees are not at work because they are returning home. Performance is the result of work in quality and quantity achieved by a person in carrying out his functions in accordance with the responsibilities given to him. Methods: the research method used is Spearman's Rho design. Results : The results showed that the organizational culture is very good (51.3%), and employee performance is very good (50.0%). Based on the results of the Spearman's Rho statistical test, a p-value of 0.031 ($p < 0.05$) was obtained, it was concluded that the better the performance of the employees at the Puskesmas, the better the organizational culture at the Langsa Lama Health Center. and vice versa, the performance of the employees at the health center is sufficient and the organizational culture is lacking. Discussion: It is hoped that employees can perform their duties well, be responsible and disciplined so that employees arrive on time at the health center and become responsible health employees with a disciplined attitude not to go home at an inconvenient time determined by the puskesmas. and very good employee performance (50.0%). Based on the results of the Spearman's Rho statistical test, a p-value of 0.031 ($p < 0.05$) was obtained, it was concluded that the better the performance of the employees at the Puskesmas, the better the organizational culture at the Langsa Lama Health Center. and vice versa, the performance of the employees at the health center is sufficient and the organizational culture is lacking. Discussion: It is hoped that employees can perform their duties well, be responsible and disciplined so that employees arrive on time at the health center and become responsible health employees with a disciplined attitude not to go home at an inconvenient time determined by the puskesmas. and very good employee performance (50.0%). Based on the results of the Spearman's Rho statistical test, a p-value of 0.031 ($p < 0.05$) was obtained, it was concluded that the better the performance of the employees at the Puskesmas, the better the organizational culture at the Langsa Lama Health Center. and vice versa, the performance of the employees at the health centers is sufficient and the organizational culture is lacking. Discussion: It is expected that employees can do their jobs well, be responsible and disciplined so that employees arrive on time at the health center and become responsible health employees with a disciplined attitude not to go home at an inconvenient time determined by the puskesmas. 031 ($p < 0.05$), it can be concluded that the better the

Relationship of organizational culture with employees performance at the langsa lama puskesmas kab. Aceh timur in 2021- Amsarah Br.Munthe

performance of the employees at the Puskesmas, the better the organizational culture at the Langsa Lama Health Center. and vice versa, the performance of the employees at the health center is sufficient and the organizational culture is lacking. Discussion: It is hoped that employees can perform their duties well, be responsible and disciplined so that employees arrive on time at the health center and become responsible health employees with a disciplined attitude not to go home at an inconvenient time determined by the puskesmas. 031 ($p < 0.05$), it can be concluded that the better the performance of the employees at the Puskesmas, the better the organizational culture at the Langsa Lama Health Center. and vice versa, the performance of the employees at the health center is sufficient and the organizational culture is lacking. Discussion: It is hoped that employees can perform their duties well, be responsible and disciplined so that employees arrive on time at the health center and become responsible health employees with a disciplined attitude not to go home at an inconvenient time determined by the puskesmas.

Email :
Amsarah.Munthe10@gmail.
com

Copyright © 2022 Jurnal Eduhealth. All rights reserved is Licensed under a [Creative Commons Attribution- NonCommercial 4.0 International License \(CC BY-NC 4.0\)](https://creativecommons.org/licenses/by-nc/4.0/)

1. INTRODUCTION

Organizational culture is an invisible social activity, and can move people in an organization to carry out work activities, and can support the goals of companies or agencies, which have an important role in managing an organization so that they have the same perception of meaning. the essence of coexistence in the organization. The common perception includes all aspects of organizational life such as the nature of the goals and various targets to be achieved, strategies, vision and mission of the organization, behavioral norms, and forms of interaction between members of the organization (Manik & Megawaati, 2019).

Organizational culture is the basic philosophy of the organization that contains beliefs, norms, shared values that are the core characteristics of how to do things in an agency, and have a major role in shaping employee behavior. This is a system of values, culture and attitudes that have been believed by employees so that it becomes the basis for behavior and attitudes at work. These attitudes and values will be fundamental in the organization and become guidelines for thinking, behaving, behaving in accordance with the attitudes and values that are believed, or it can be said that culture will influence members in achieving organizational goals (Meutia & Husada, 2018).

These values and beliefs will grow and develop that can guide a person's behavior in acting to carry out organizational functions, among others: first, culture has the role of setting boundaries: creating differences between one organization and another. Second, culture brings a sense of identity to organizational members. Third, culture facilitates the emergence of a commitment to have something broader than self-interest. Fourth, increase the stability of the social system. Finally, culture functions as a meaning-making and control mechanism that guides and shapes one's attitudes and behavior (Tewal et al., 2017).

The World Health Organization for the Southeast Asia Region shows that around 35% of health service users are satisfied with the service and 55% are not satisfied with the performance of health workers. This shows that someone who has an organizational culture on hospital performance includes 4 elements, namely involvement, consistency, adaptability and mission.

Population registration data showed an increase in mid-2017 amounting to 785,941 people compared to 2016 amounting to 765,340 people. From this population, the activity of the community is dense and the number of possible diseases is increasing, so that the possibility of

Relationship of organizational culture with employees performance at the langsa lama puskesmas kab. Aceh timur in 2021- Amsarah Br.Munthe

visiting the community at the puskesmas will increase. However, the reality obtained is not appropriate due to a decrease in the number of visits at the Kuok Health Center UPTD which was found in 2016 as many as 14,662 people and in 2017 as many as 13,388 people and in 2018 as many as 12,147 people. The results of initial interviews at the Kuok Health Center UPTD to 4 employees showed that there was still low employee morale due to lack of motivation from superiors or leaders. The attitude of employees is still not friendly, indifferent, less concerned about patients, does not apply the 3S principle (Smile, Greet, Greeting). Leaders who are rarely in place, in a week of 5 working days, only 4 days of this behavior can affect the performance of their subordinates. Inappropriate compensation will also affect employee performance, such as compensation that is paid every 3 months (dami yanthi et al., 2021).

Preliminary data obtained by researchers at the Rantang Medan Public Health Center showed that: outpatient visits decreased, in 2015 the number of patients seeking treatment: 12,779 visitors, in 2016 outpatients: 12,195 visitors and in 2017 the number of patients seeking treatment decreased to 12,000. The decrease in patient visits was due to problems with services that seemed less friendly to patients, the environment of the puskesmas was small so that patients felt comfortable. This has resulted in decreased visits (Sianturi & Hartono, 2019).

Based on the results of the initial survey conducted by researchers on 8 employees at the Langsa Lama Public Health Center, Kab. East Aceh, it was found that they lack discipline in using their working time, such as during working hours sometimes employees are not at work because they are returning home. Employees are also sometimes less friendly when there are patients who visit the puskesmas. The number of employees working at the puskesmas is also lacking. Where the working time in a day is 7 hours but because employees do not obey the rules so many employees do not fulfill the working time. This is what researchers use as the cause of one of the employee's performance being not optimal due to the weak organizational culture of the leader. So based on the problem above, the researcher is interested in conducting research on the Relationship between Organizational Culture and Employee Performance at the Langsa Kama Health Center, Kab. East Aceh.

2. METHOD

The research method used in this research is by using an analytical survey with the approach *method cross sectional*. The cross sectional approach is a type of research that emphasizes the measurement or observation of independent and dependent variable data only once at the same time with the aim of describing the status of a phenomenon or relationship at a certain point in time (Nursalam, 2020).

3. RESULTS AND DISCUSSION

Based on the results of the study, it can be described the characteristics of the respondents based on Respondent's gender which are as follows:

4. Respondent Gender Table

| Category | Frequency | Percentage |
|----------|-----------|------------|
| Man | 29 | 36.3 |
| Woman | 51 | 63.8 |
| Total | 80 | 100.0 |

Source: primary data processed in 2021

Based on the table, it can be seen that the characteristics of the respondents based on the gender of the respondents, most of them are included in the female category, namely as many as 51 respondents (63.8%).

Organizational culture

Based on the results of the study, the characteristics of respondents based on Organizational Culture can be described as follows:

Table Organizational culture

Relationship of organizational culture with employees performance at the langsa lama puskesmas kab. Aceh timur in 2021- Amsarah Br.Munthe

| E | Frequency | Percentage |
|------------|-----------|------------|
| Not enough | 0 | 0.0 |
| Enough | 1 | 1.3 |
| Well | 38 | 47.5 |
| Very good | 41 | 51.3 |
| Total | 80 | 100.0 |

Source: primary data processed in 2021

Based on the table, it can be seen that the characteristics of respondents based on Organizational Culture, most of them are included in the Very Good category, namely 41 respondents (51.3%).

Employee performance

Based on the results of the study, the characteristics of respondents based on employee performance can be described as follows:

Table Employee performance

| Category | Frequency | Percentage |
|------------|-----------|------------|
| Not enough | 0 | 0.0 |
| Enough | 1 | 1.3 |
| Well | 39 | 48.8 |
| Very good | 40 | 50.0 |
| Total | 80 | 100.0 |

Source: primary data processed in 2021

Based on the table, it can be seen that the characteristics of respondents based on employee performance, most of them are included in the Very Good category, namely as many as 40 respondents (50.0%).

Relationship between Organizational Culture and Employee Performance

Analysis In this bivariate stage, the "Relationship between Organizational Culture and Employee Performance" using the Spearman Rho test, can be seen as follows:

| | | | Organizational culture | Employee performance |
|-----------------------|------------------------|-------------------------|------------------------|----------------------|
| <i>Spearman's rho</i> | Organizational culture | Correlation Coefficient | 1,000 | .241 |
| | | Sig (2- tailed) | . | .031 |
| | N | | 80 | 80 |
| | Employee performance | Correlation Coefficient | .241 | 1,000 |
| Sig (2- tailed) | | .031 | . | |
| N | | 80 | 80 | |

The table above states that there is a relationship between organizational culture and employee performance, with a significant value in the results showing ($p = 0.031 < 0.05$).

Discussion

Characteristics of respondents based on Organizational Culture, most of them are included in the Very Good category, namely 41 respondents (51.3%). Characteristics of respondents based on employee performance, most of the respondents are included in the Very Good category as many as 40 respondents (50.0%). From the research, the results showed that there was a relationship between organizational culture and employee performance, with a significant value in the results showing ($p = 0.031 < 0.05$).

4. CONCLUSION

Based on the results of data analysis and discussion that have been stated in chapter V, it can be concluded that: Characteristics of respondents based on Organizational Culture, most of them are included in the Very Good category, namely 41 respondents (51.3%). Characteristics of respondents based on employee performance, most of the respondents are included in the Very Good category as many as 40 respondents (50.0%). There is a relationship between organizational culture and employee performance, with a significant value in the results showing ($p = 0.031 < 0.05$).

REFERENCE

- Alvi. (2012). Pengaruh Budaya Organisasi dan Iklim Organisasi Terhadap Kinerja Tenaga Paramedis Rumah Sakit Jiwa Tampan pekanbaru.
- Andayani, I., & Tirtayasa, S. (2019). Pengaruh Kepemimpinan, Budaya Organisasi, Dan Motivasi Terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 45–54. <https://doi.org/10.30596/maneggio.v2i1.3367>
- Anggraini, N. W., & Subardjo, A. (2019). Penilaian Kinerja Publik Berdasarkan Pelayanan dan Value for Money (Studi Kasus Pada Puskesmas Trosobo Taman). *Jurnal Ilmu Dan Riset Akutansi*, 8(6), 1–15.
- Dami yanthi, Renaldi, R., Widodo, m. dedi, & Anggraini, citra widya. (2021). faktor yang berhubungan dengan kinerja tenaga kesehatan di uptd puskesmas kuok kabupaten kampar. 4(1), 26–32.
- Hendra. (2020). Pengaruh Budaya Organisasi, Pelatihan Dan Motivasi Terhadap Kinerja Karyawan Pada Universitas Tjut Nyak Dien Medan. *JURNAL SeMaRaK*, 3(3), 11. <https://doi.org/10.32493/smk.v3i3.7097>
- Indar, Samsualam, & Daiyan, wina suzanne. (2018). Pengaruh Budaya Organisasi Terhadap Kinerja Tenaga Kesehatan Di Instalasi Rawat Inap Rs Tadjuddin Chalid Kota Makassar. *Mitra Sehat*, VIII(November), 389–399.
- Mahleni, K., Lubis, N. L., Sc, M., Ph, D., & Moriza, T. (2019). Di Puskesmas Gambir Baru Kabupaten Asahan Tahun 2018. 4(2), 101–110.
- Manik, S., & Megawaati. (2019). Pengaruh Budaya Organisasi Terhadap Semangat Kerja Pegawai Pada Dinas Kesehatan Kabupaten Pelalawan. 11(2), 118–124.
- Marie, R. allifudin, & Praptiestrini. (2020). Pengaruh Kepemimpinan, Kesejahteraan, Dan Budaya Organisasi Terhadap Kinerja Karyawan Di Pd.Bkk Karanganyar. 18(2), 151–166.
- Meutia, kardinah indrianna, & Husada, C. (2018). Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 1(1), 9–25. <https://doi.org/10.36778/jesya.v1i1.7>
- Nur, M., Sabilalo, mahmudin a., Kalsum, U., & Makkulau, andi runis. (2020). Pengaruh Budaya Organisasi Dan Desain Pekerjaan Terhadap Komitmen Kerja Dan Kinerja Karyawan Perum Bulog Divisi Regional Sultra. *SEIKO: Journal of Management & Business*, 3(2), 1. <https://doi.org/10.37531/sejaman.v3i2.559>
- Nursalam. (2015). Metodologi Penelitian Ilmu Keperawatan.
- Rijanto, A., & Mukaram, M. (2018). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan (Studi Di Divisi Account Executive PT Agrodana Futures). *Jurnal Riset Bisnis Dan Investasi*, 4(2), 35. <https://doi.org/10.35697/jrbi.v4i2.1185>
- Roni, khairun A., & Martyah. (2021). Pengaruh Gaya Kepemimpinan Dan Budaya Organisasi Terhadap Kinerja Pegawai Puskesmas Muara Kibul Kecamatan Tair Barat Kabupaten Merangin. 1. <https://ojs.umb-bungo.ac.id/index.php/JMS/article/view/476>
- Sianturi, rema santy, & Hartono. (2019). Faktor Yang Memengaruhi Kinerja Pegawai Di Puskesmas Rantang Medan Petisah. 2(3), 150–157.
- Sumantri, I. H. (2015). Kinerja Pegawai Puskesmas dalam Pelayanan Kesehatan Masyarakat di *Relationship of organizational culture with employees performance at the langsa lama puskesmas kab. Aceh timur in 2021- Amsarah Br.Munthe*

- Puskesmas Rawat Inap Kelurahan Makroman Kecamatan Sambutan Kota Samarinda. *Jurnal Ilmu Pemerintahan*, 3(1), 201–211. <https://ejournal.ip.fisip-unmul.ac.id/site/?p=1244>
- Surendro, K. (2006). Budaya Organisasi Sebagai Indikator Pengukuran Kesiapan Pemerintah Dalam Menerapkan E-Government. 2006(Snati).
- Tewal, F. S., Mandey, S. L., & Rattu, A. J. M. (2017). Maria Walanda Maramis Minahasa Utara Analysis of the Influence of Organizational Culture , Leadership , and Motivation on Nurses Performance At Regional Hospital. *Jurnal EMBA*, 5 No. 3(September), 3744–3753.
- Walewangko, 2019. (2019). Kinerja Karyawan Pada Pegadaian Cp Manado Utara Effect Of Organizational Culture And Work Envirn Employee Performance At Manado North Cp Pawnshop. 7(3), 4311–4320.
- Walewangko, T. M., Koleangan, R., & Kojo, C. (2019). Pengaruh Budaya Organisasi Dan Ingkungan Kerja Terhadap Kinerja Karyawan Pada Pegadaian Cp Manado Utara. 7(3), 4311–4320.
- Yusuf, muh. hidaya. h. (2017). Pengembangan Budaya Organisasi Dalam Lembaga. 14(1).