THE EFFECT OF ORGANIZATIONAL CULTURE AND WORK DICIPLINE ON LECTURERS PERFORMANCE IN UNDHARI

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Keywords:	*Abstract* (11 pt)
Maximum *Five keyword*	The purpose of this study is to analyze the effect of organizational culture and work dicipline on lecturers performace in University of Dharmas Indonesia (UNDHARI). Survey and questionaires was used to collect data study from 82 respondents as sample study. Simple linier regression test was used as data analysis, and coefficient determination test (R^2) and partial test (t-test) conducted to test the hyphotesis, with SPSS.20 as a tool in data processing. The result showed there is a positive and significant effect of organizational culture (X_1) on lecturers performace (Y), and also there is a positive and significant effect of work dicipline (X_2) on lecturers performance (Y). The result also showed both organizational culture and work dicipline simultaneouly effect lecturers performance in University of Dharmas Indonesia (UNDHARI). This was proven by the significant value 0,000 (under 0,05). Value of coefficien determination (R^2) in linier regression was 72,6 percent. Value of coefficient determination indicates that changes in Y variable (performace) explained by organizational culture (X_1) and work dicipline (X_2), as the rest explained by other variables.

INTRODUCTION

Organization is a group of people cooperate in a structurly to achieve certain goals (Wibowo, 2019). All organization, big or small, profit oriented in domestic or multinational company, needs combination of resources to achieve its goal. Moreover, it needs management, which is defined as art, science and organizing plan, build up its organized company, strategy, also monitoring and controlling (Sinambela, Prof. Dr. Lijan Poltak, 2019).

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There's an important role of human resources in an organized company implemented management science. Managing an effective and efficient capital resources could only be handled by a qualified human resources. An unprofessional employee also could not handle all the infrastructure facilitated by the company. It can be concluded that human resources is the most vital part in an organization or a company, that it need serious attention.

Employee as a part of human resources of a company, need to actively contributed in promoting a certain job in the company. A skilful and highly integrity employee is needed to achieve targets that have been set. A condusive workplace in company is needed to acquire a competence employee to encourage the employee in doing a better job, finishing the task according to the expected performance.

Organization goals willbe achieved if the employee have high competence and could perform their tasks. To determine the quality level of their human resources, a company use instrument, which is performance. According to (Mangkunegara, 2015), performance is a work result, quality and quantity based, achieved by employee in performing the task based on the given responsibility. With performance, a company will measure and evaluate an employee's contribution to the company. In performace evaluation, the company record and have information about employees with great performance, mediocre, and poor performace. A high performance employee very much needed to be appreciated to maintain their performace. Whereas a mediocre employee need some training to improve their performance. A poor performance employee in some case need punishment. As (Sedarmayanti, 2018) said, working performance is important to employee, with performace evaluation means that te company pay attention to them. Besides, it wil generate more working motivation as with performace evaluated, outstanding employee will get promoted, developed, and achieved awards for their achievement.

For all the statements above, it's clear to see the importance of human resources in an organization, whichever type of the organization is. One of the organization in this study is University of Dharmas Indonesia (UNDHARI). UNDHARI is a private college institution owned by Foundation of Amanah

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Ampang Kuranji, located in Dharmasraya regency. Undhari started from STIKES Dharmasraya, founded in 2007 with SK Mendiknas RI Number 701/D/O/2007, STMIK Dharmasraya founded in 2008 with SK Mendiknas RI Number 109/D/O/2008 and STKIP Dharmasraya founded in 2011 with SK Mendiknas RI number 39/D/O/2011. All three academy joinded to be University of Dharmas Indonesia in October 2nd, 2015.

In this highly competitive and globalize world, all university institution demanded to also be competitive in fulfilling labor market needs, as it needed all parties, including employees and educational staff taking their parts. To have a competitive organization, all elements in an organization must have competence and great quality and also pay attention to all things concerning with performace. As (Kurniasari, 2014) stated, that some factors affecting organization performace are dicipline, working environment, motivation, organizational culture, compensation, leadership, job satisfaction and organizational commitment.

Of all the factors affecting performance, this study is interested in investigating the effect of work dicipline and organizational culture in University of Dharmas Indonesia. Through some observation conducted, many employees and lecturers are still not have dicipline, as coming to work late, or just to do morning checklock attendance then went somewhere else, and comeback just to do afternoon checklock at the end of working hours. As (Bagis, 2019) said, work dicipline is related to organization performace. Work dicipline is a tool used by manager to communicate with the employees in how they be willing to change some behaviors, and as a way to improve the employee's awareness and willingness to obey the company's rules and prevailed social norms (Rivai, 2018). Organizational culture can also affect employees performace, as organizational culture is a group of values or beliefs in an organization which differs in how peoples in the organization act, showed by a study (Anggraeni, 2017). Meanwhile, (Waode Sarianti, 2018) stated that organizational culture is an important determinant in affecting employee's performance. It consist of capabilities to innovate in performing a task, development of creativity in gaining better result and a freedom to express , in a responsible way, in finishing the job. (Mangkunegara, 2017) said that organizational culture is a set of assumption or belief system, values, and norms developed in an organization, used as a

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behavioral guide to its members, in solving problem concerning internal and external adaptation. In each organization, there's an organizational culture forming a rule to think and act in achieving the goal. An evolve and well maintained Organizational culture will make some better progress to the organization. Main factor in evolving and developing a good organizational culture is to change values and attitudes of the member of organization (Ilma Megantara, 2019).

In a research pertaining to work dicipline and organizational culture with performance is (Ratnasari, 2020) stated that organizational culture and work dicipline affect employee's performance. (Arif et al., 2017) showed that organizational culture and work dicipline has a positive and significant effect to employee's performance, as well as (Kusumasari1, 2017).

This research aims to analyse the effect of work dicipline and organizational culture to lecturer's performance in University of Dharmas Indonesia (UNDHARI)

RESEARCH METHOD

The study conducted in University of Dharmas Indonesia located in West Sumatera Province, Dharmasraya Regency, Lintas Sumatera Road Km 18 Koto Baru.

The scope of this research is concerning to the effect of organizational culture and work dicipline to lecturer's performance in University of Dharmas Indonesia.

Referring to the data characteristics, this research is a quantitative research.

Research populaton is generalised object or subject which have the same certain quality and characteristics determined by researchers to be studied and concluded (Sugiyono, 2017). In this study, population research is 82 lecturers in University of Dharmas Indonesia (data source : from academics UNDHARI, February 2022).

Survey reseach method with closed questions in questionnaires determined by researchers. The questionnaires, distributed to respondents, answered by choosing one of the alternatives answers written. Qualitatives data transformed

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into quantitative, in form of Likert scale, enables the research's data to be calculated.

Operational variable used to explain observed characteristics to calculate variables. There are three variables in this study, which are organizational culture (X_1) and work dicipline (X_2) as independent variables, and lecturer performance as dependent variable (Y).

Operational definitions of each variables are:

1. Performance is a result of employee's working process, individual or group, using all their capabilities and skills in accordance with the work load and respnsibility to achieve organization goal. (Mangkunegara, 2015) explained indicators of performance are working quality and quantity, execution of job and responsibility.

2. Work dicipline is someone or group awareness and oblige to the rule of organization, whether it is written or not, in hope to achieve organization goal. (Malayu S P, 2019) explained indicators of work dicipline are having goals and capabilities of responsibility, leadership, wages and welfare, fairness, controll, punishment, firmness and social connection / humanity.

3. Organizational culture is a beliefs, attitude, value and norms that must be obeyed by every member in an organization, written or not, to achieve organization goal. Robbins in (Tewal, Bernhard, 2017) explained performance's indicators are innovation and risk taking, attention to detail, result oriented, people oriented, team oriented, aggresiveness and stability.

RESULT AND DISCUSSION

Validity Instrument Test

Validity test refers to how accurately a method measures what it is intended to measure, or a test related to quality of instrument used to measure data. Validity test in this study done by using SPSS 20.0 and result is all the instruments in the questionnaire is valid for all variables, with significance valued over 0,05 or value of t-test is over the value of t-table.

Reliability test

Reliability test refers to a test to measures consistency of questionnaires if repeated will have the same result. Reliability test in this study done using

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SPSS 20.0 and result shows that for all of research variables, the value of cronbach's alpha is over 0,60. According to (Basuki, Agus Tri dan Prawoto, 2016), the value used to indicate a reliable questionnaires is 0,60. So, it can be concluded that all the statements are reliable.

Classic Assumption Test

Normality test

This test performed by using non parametric statistics with Kolmogorov-Smirnov method.

Tabel 1. One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		82
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	2,37486854
Most Extreme Differences	Absolute	,094
	Positive	,079
	Negative	-,094
Kolmogorov-Smirnov Z		,854
Asymp. Sig. (2-tailed)		,459

Source : data processed year 2022

Based on table 1, Asymp. Sig. Value is 0,459 , which is over 0,05. Means the data distribution is normal.

Multicolinearity Test

This test is performed to detect whether there is multicolinearity or not, using VIF value. If VIF value is smaller than 10 (ten) and tolerance value is over 0,1, it means there is no multicolinearity.

Table 2. Multicolinearity

Coefficients[a]			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Organizational culture	,404	2,475
	Work dicipline	,404	2,475

Source : data processed year 2022

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Based on table 2, it can be concluded that there is no multicolinearity since the VIF value of organizational culture (X_1) is 2,475 and VIF value of work dicipline (X_2) is 2,475; which are smaller than 10 (ten) and tolerance value for each variable is bigger than 1 (one).

Partial Hyphotesis Test

Table 3. Partial Test

Coefficients[a]		t	Sig.
Model			
1	(Constant)	5.379	0.000
	Organizational culture	3.088	0.003
	Work dicipline	3.248	0.002

Source : data processed year 2022

In table 3, shown that there is a significant relationship between organizational culture (X_1) with lecturer performance (Y), proven by significance value is 0,003 < 0,05. As for variable work dicipline (X_2) also has significant relationshop to lecturer performance (Y), proven by significance value is 0,002 < 0,05.

F-Test

Table 4. ANOVA

Model		F	Sig.
1	Regression	44,015	0,000
	Residual		
	Total		

Source : data processed year 2022

In table 4, showed that all independent variables, which are organizational culture (X_1) and work dicipline (X_2) have significant effect to lecturer performance (Y), proven by significance value in ANOVA is 0,000, which is smaller than 0,05.

Multiple Regression Analysis

Table 5. Data Research Processed

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	12,355	2,297
	Organizational culture	,190	,062
	Work dicipline	,157	,048

Source : data processed year 2022

According to table 5, the linear regression formula is

$$Y = a + b_1X_1 + b_2X_2$$

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$Y = 12{,}355 + 0{,}190\ X_1 + 0{,}157\ X_2$

Y = lecturer performance

a = constant

b_1 = coefficient regression of organizational culture

X_1 = organizational culture

b_2 = coefficient regression of work dicipline

X_2 = work dicipline

From the linear regression formula above, it can be interpreted :

1. Constant value is positive, which is 12,355, means that if organizational culture (X_1) and work dicipline (X_2) ignored, lecturer performance (Y) still has a value.

2. Coefficient of regression organizational culture (X_1) is 0,190, means that organizational culture (X_1) has positive effect on lecturer performance (Y). If organizational culture (X_1) increased by one poin and work dicipline (X_2) is ignored, then there should be an increased to lecturer performance (Y) by 0,190 poin.

3. Coefficient of regression work dicipline (X_2) is 0,157, means that work dicipline (X_2) has positive effect on lecturer performance (Y). If work dicipline (X_2) increased by one poin and organizational culture (X_1) is ignored, then there should be an increased to lecturer performance (Y) by 0,157 poin.

Coefficient of Determination Test (R^2)

Coefficient of Determination (R^2) used to reflect percentage of independent variables affecting dependent variable (Sugiyono, 2017). Coefficient of determination (R^2) value is between 0 (zero) to 1 (one) poin, means that if the value is closer to zero poin, independent variables effect on dependent variable is smaller and if coefficient of determination (R^2) closer to one poin, independent variables effect on dependent variable is bigger.

Table 6. Coefficient of Determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,726[a]	0,527	0,515	2,40474

Source : data processed year 2022

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Based on table 6, coefficient of determination (R^2) in this research is 0,726 or 72,6 percent. This showed that cntribution of independent variables to dependent variable is 0,726 or 72,6 percent, and aproximately 0,274 or 27,4 percent is affected by other variables aside from research variables.

CONCLUSION AND SUGGESTION

Based on the research finding discussed in previous section, conclusions of this research are :

1. Organizational culture (X_1) partially has a positive and significant effect on lecture performance (Y) in University of Dharmas Indonesia (UNDHARI), means the better implementation of organizational culture in University of Dharmas Indonesia (UNDHARI), the better lecturer performance.

2. Work dicipline (X_2) partially has a positive and significant effect on lecturer performace, means lecturer performace (Y) can be improved by also improving work dicipline (X_2).

3. Organizational culture (X_1) and work dicipline (X_2) simultaneously have a positive and significant effect on lecturer performance (Y) in University of Dharmas Indonesia (UNDHARI)

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