

Organization Culture

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Submission date: 30-Apr-2023 03:14PM (UTC+0700)

Submission ID: 2079625293

File name: IJSRED-V2I1P19.pdf-Diana.pdf-warna.pdf (121.4K)

Word count: 2859

Character count: 16545

EFFECT OF ORGANIZATIONAL CULTURE AND ACHIEVEMENT MOTIVATION TO RESEARCHER'S PERFORMANCE ON AGRICULTURE SECTOR IN SOUTH SUMATERA

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Abstract:

This study aimed to determine the effect of organizational culture and achievement motivation to researcher's performance on agriculture sector in South Sumatera. Data were collected through census method by distributing questionnaires to 100 respondents. The questionnaires were analyzed using multiple linear regression analysis. The result showed that partially, organizational culture have a positive and significant effect on the performance and the achievement motivation have a positive and significant effect on the performance. Simultaneously, the organizational culture and the achievement motivation have positive and significant impact on performance. For further researcher's, it is advisable to add compensation, leadership, job stress and commitment.

Keywords — organizational culture, achievement motivation and performance.

I. INTRODUCTION

The world of Indonesian research is not as advanced as in Europe, Japan, or even India and China. Judging from the number of scientific publications, in ASEAN countries Indonesia is in the 4th position, below Singapore, Malaysia and Thailand (LIPI, 2015). Research in terms of the world budget is not yet supported by the government. This can be seen through data that assess funds budgeted by the government for research or development purposes, calculation of Research and Development expenditure (R & D) per Indonesian Gross Domestic Product (GDP) in 2015 which is 0.02 percent (Menristek, 2016). Related to the above, a researcher is demanded to be creative and innovative in developing his research.

Achieving good quality must be based on the awareness of quality that is a culture in an organization and has full support from all its members. Own organizational culture according to Robbins and Judge (2015) is a system of sharing meaning carried out by members who determine an organization from another organization. Developing an organizational culture will provide benefits, both for employees themselves and the work environment of Ministries / Institutions, and Regional Governments where these employees are located. Benefits Organizational culture for employees, among others, provides opportunities for role, achievement, self-actualization, getting recognition, appreciation, work pride, feeling of belonging and responsibility, broadening

horizons and improving the ability to lead and solve problems (Kemenpan, 2012: 5).

The organizational culture that is focused in this research is the organizational culture that exists in the Government Agencies in the agricultural sector in South Sumatra which is engaged in research and development, because the agricultural sector is an important sector in the structure of the Indonesian economy. Indonesian statistical data in 2016 shows that national income in the agricultural sector ranks second after the processing industry, which is 13.52 percent per Indonesian Gross Domestic Product (GDP) in 2015 (BPS, 2017). In the end the concept of organizational culture will be a theme for increasing competing performance through stronger and more flexible commitment of employees. Improving employee performance needs to be the main concern of management because it is very concerned about work achievement motivation issues. Related to Achievement Motivation and performance according to Robbins and Judge (2015) Achievement Motivation is a process that explains the strength, direction, and perseverance of a person in an effort to achieve goals.

Based on the above considerations, it is necessary to formulate a policy regarding the assessment of employee performance in relation to increasing Achievement Motivation supported by organizational Culture within the organization which is the basic framework of the concept of quality development for individual employee quality and quality or overall organizational quality.

Based on the formulation of the problem, the objectives of this study are:

Knowing how the influence of organizational culture and achievement motivation partially and simultaneously on the performance of Agricultural Sector researchers in South Sumatra.

II. LITERATURE REVIEW

Organizational culture

Organizational culture according to Schein (1996) in Robbins and Judge (2015) is a system of meaning sharing carried out by members who distinguish an organization from other organizations.

In practice according to Chatman and Jehn (1994) in Robbins and Judge (2015), the main characteristics that can capture the essence of organizational culture are as follows:

1. Innovation and risk taking. The level of workers is encouraged to be innovative and take risks.
2. Pay attention to details. The level of workers is expected to show precision, analysis and attention to detail.
3. Orientation to results. The level of management focuses on the acquisition or results and not on the techniques and processes used to achieve them.
4. Orientation to people. The level of decision making by management by considering the effects of results on people in the organization.
5. Orientation to the team. The level of work activities is organized in teams rather than individuals.
6. Aggressiveness. The level of people will be aggressive and competitive rather than relaxed.
7. Stability. The level of organizational activity emphasizes maintaining the status quo that contrasts with growth.

Achievement motivation

According to McClelland's theory cited by Robbin and Jugde (2015) states that achievement, power, and affiliation are three important needs and can help in explaining motivation;

1. The need for achievement (need of achievement) is an impetus for achievement, for achievement related to a set of standards.

2. The need for power is the need to make other people behave in ways that will not be done without him
3. The need for affiliation (need for affiliation) is the desire for close, friendly and interpersonal relationships.

Performance

According to Mathis and Jackson (2011), performance is basically what employees do or don't do. Employee performance that is common to most jobs includes the following elements:

1. Quantity of results

Amount to be completed or achieved. Quantitative measurement involves calculating the output of the process or implementation of activities. This is related to the number of outputs produced.

2. Quality of results

Quality that must be produced (good or not). Output qualitative measurement reflects the measurement of satisfaction level, which is how well the solution is related to the form of output.

3. Timeliness of results

Time must be used as well as possible and optimally. Delaying the use of time can cause various consequences of large costs and losses.

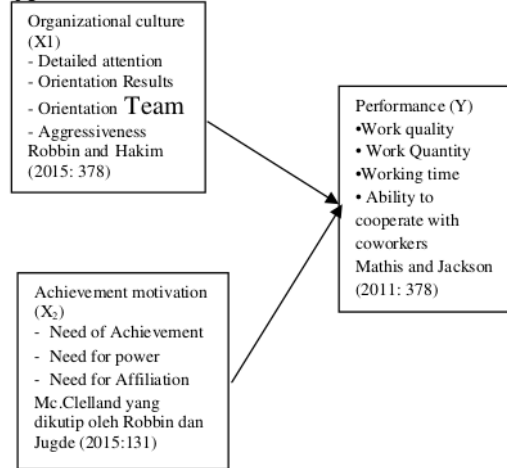
4. Attendance or attendance

The level of attendance is something that becomes a benchmark of a company in knowing the level of employee participation in the company.

5. Ability to work together

The ability to work together can create compactness so that it can increase the sense of cooperation between employees.

Hypothesis models



Research Hypothesis

H1. There is the influence of Organizational Culture (X1), on the Performance of Agricultural Sector Researchers in South Sumatra (Y)

H2. There is the influence of Achievement Motivation (X2), on the Performance of Agricultural Sector Researchers in South Sumatra (Y)

H3. There is the influence of Organizational Culture (X1) and Achievement Motivation (X2) ,, on the Performance of Agricultural Sector Researchers in South Sumatra (Y)

III. METHOD RESEARCH

Design and Sample

The population in this study were Agricultural Sector Researchers in South Sumatra. The study used the census method. The data needed in this study was collected using a questionnaire that would reveal the organizational culture and achievement motivation.

Method of collecting data

The method used in this study is descriptive and correlational methods. The data needed in this study was collected using a questionnaire that

would reveal the organizational culture and achievement motivation. This research questionnaire is in the form of questions sent to respondents consisting of closed questions.

Instruments and analytical techniques

In quantitative research, data analysis activities are divided into two. Namely the activity of describing data and conducting statistical tests (inference). In this study, the software used is SPSS for Windows. This study will pay attention to standardized regression coefficients, because it can be used to describe the relationship between organizational culture, Achievement Motivation and Performance to be direct and indirect consequences. That is, assuming there will be a causality or order of the two problems. The independent variables in this study are organizational culture as (X1), achievement motivation as (X2) and researcher performance (Y) are as non-independent variables. In observing and analyzing, the relationship of each variable will be seen as a relationship through simple correlation. While the relationship between all independent variables and the dependent variable will be reviewed further to determine the level of multiple correlations, so that the factors that have the greatest influence on the performance of the researcher will be seen.

IV. RESULTS AND DISCUSSION

Results

1. Testing the First Hypothesis (Test t)

The first hypothesis states that organizational culture (X1) influences performance (Y) of Agriculture Sector researchers in South Sumatra. This test is done by partial test (t test) that is by comparing the value of tcount with ttable and comparing the significance values as in table 4.12 below.

Table 4.12 Partial Test Results (Test t) Variables of Organizational Culture.

Independen Variable	t	Sig
Organizational Culture (X ₁)	3,301	0,001

Source: Processed results of SPSS data

Table 4.12 shows that the t-count value of the organizational culture variable is 3.301. The value of table using $\alpha = 0.05$ and df is 97 (number of samples - number of independent variables - 1), then the value of t table is 1.660. Thus the value of tcount is greater than the value of t table. The significance of the organizational culture variable is 0.001 (smaller value $\alpha = 0.05$). The results of the t test can be concluded that there is a significant effect between achievement motivation (X2) on Performance (Y) of South Sumatra Agricultural Sector researchers, which means the first hypothesis is accepted.

2. Testing the Second Hypothesis (t Test)

The second hypothesis states that achievement motivation (X2) influences performance (Y) of Agriculture Sector researchers in South Sumatra. This test is done by partial test (t test) that is by comparing the value of tcount with ttable and comparing the significance values as in table 4.13 below.

Table 4.13 Partial Test Results (t test) Achievement Motivation Variables

Independen Variable	t	Sig
Achievement motivation (X ₂)	6,575	0,000

Source: Processed results of SPSS data

Table 4.12 shows that the t-count value of the achievement motivation variable is 6.575. The value of table using $\alpha = 0.05$ and df is 97 (number of samples - number of independent variables - 1), then the value of t table is 1.660. Thus the value of tcount is greater than the value of t table. The significance of the achievement motivation variable is 0,000 (smaller value $\alpha = 0.05$). The t-test results can be concluded that

6 there is a significant effect between achievement motivation (X2) on Performance (Y) of South Sumatra Agricultural Sector researchers, which means the second hypothesis is accepted.

3. Third hypothesis testing (Test F)

The third hypothesis states that organizational culture (X1) and achievement motivation (X2) together influence the performance (Y) of South Sumatra Agricultural Sector researchers. This test is done by comparing the 3 value of Fcount with Ftable and comparing the significance values as in table 4.14 below.

Tabel 4.14 ANOVA/ Testing F

ANOVA*						
9 Model		Sum of Squares	df	Mean Square	F	Sig.
I	Regression	820,848	2	410,424	39,059	,000 ^b
	Residual	1019,262	97	10,508		
	Total	1840,110	99			

a. Dependent Variable: kinerja

b. Predictors: (Constant), motivasi, budaya

Based on the F test, the third hypothesis in 11 this study is organizational culture (X1) and achievement motivation (X2) jointly influence the performance (Y) of South Sumatra Agricultural Sector researchers, which means the third hypothesis is accepted.

Discussion

The first hypothesis states that organizational culture (X1) influences performance (Y) of 10 Agriculture Sector researchers in South Sumatra. The results of the t test can be concluded that there is a significant effect between achievement motivation (X2) on Performance (Y) of South Sumatra Agricultural Sector researchers, which means the first hypothesis is accepted. This is supported by the theory of Robbins and Judge (2015: 378) which states that organizational

culture has an impact on performance and satisfaction. This study is in accordance with the results of a study from Sutrisno (2009), which states that organizational culture is the most dominant variable influencing the performance of CV.Bintang Karya Putra employees in Surabaya.

The second hypothesis states that achievement motivation (X2) influences performance (Y) of Agriculture Sector researchers in South 6 Sumatra. The t-test results can be concluded that there is a significant effect between achievement motivation (X2) on Performance (Y) of South Sumatra Agricultural Sector researchers, which means the second hypothesis is accepted. This is supported by the theory of Robert Kreitner and Angelo Kinicki (2001: 205) which states that motivation can certainly affect performance, even though it is not the only factor that shapes performance. The research is in accordance with the results of research from Youwe (2014), which states that Work Motivation has a significant effect on Performance, but does not have a significant effect on Job Satisfaction.

The third hypothesis states that organizational culture (X1) and achievement motivation (X2) together influence the performance (Y) of South Sumatra Agricultural Sector researchers. Based on the F test, the third hypothesis in this study, namely organizational culture (X1) and achievement motivation (X2) jointly influence the performance (Y) of South Sumatra Agricultural Sector researchers, which means the third hypothesis is accepted. This research is in accordance with the results of research from Nofri (2016) which states that organizational motivation and culture together affect 12 performance.

In general, it can be concluded while that all respondents gave a good assessment of organizational culture and achievement motivation that had been built up so far in the interaction of work of researchers in the Agriculture Sector of South Sumatra. This can

be seen from the frequency of respondents' responses to the statements that have been given. Then for the Performance function, the leadership element as the main assessor in the statement items of the research performance variable (Y) gives a good assessment for all researchers. Respondents considered that researchers in carrying out their work had good performance. The leadership assesses the performance of qualified researchers both in terms of completing tasks and work, communicating, having good work performance, and good quality and quantity of work.

V. CONCLUSION

Based on analysis and discussion, the following conclusions can be drawn: Organizational culture has a positive and significant effect on the performance of Agricultural Sector researchers in South Sumatra, Achievement motivation has a positive and significant effect on the performance of Agricultural Sector researchers in South Sumatra, Organizational culture and achievement motivation together (simultaneous) has a positive and significant effect on the performance of Agricultural Sector researchers in South Sumatra.

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