


The influence of organizational culture, compensation and work discipline on performance employees the park and cleanliness unit (Tamsih) Panca Budi Medan

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Article Info	ABSTRACT
<p>Keywords: Organizational Culture, Compensation, Work Discipline, Employee Performance</p>	<p>Employees need better treatment from employers because they are the company's most valuable resource and the force behind the entire operation. This quantitative research aims to answer questions regarding employee performance as follows: (1) how organizational culture influences performance; (2) how compensation affects performance; and (3) how work discipline affects performance. The population of this study was active workers of the Panca Budi Medan Park and Cleanliness Unit (Tamsih), totaling 44 people, derived from the results of calculations carried out using the nonprobability sampling method. In order to collect information for this research, a questionnaire was sent to employees of the Tamsih Panca Budi Medan Unit. To find out what kind of respondents, data analysis uses tools including multiple linear regression, validity and reliability test, coefficient of determination test, t test, and F test. The data in this study was processed using SPSS 26for Windows. According to research, the impact of organizational culture on employee productivity is very small and insignificant. Partial compensation did not significantly improve productivity or profitability, according to the tests. Employee performance is greatly influenced by work discipline. There is a strong and beneficial relationship between employee performance and factors including organizational culture, compensation, and work discipline according to research.</p>
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INTRODUCTION

The most important component in the company's process of achieving its goals is its workforce (Panjaitan, 2020). Performance in an organization is defined as the level of individual success in completing all tasks within a certain period of time (Silaen et al., 2021). Every employee has a responsibility to work well to help the organization achieve its main goals. Of course, this has to do with how good the workers are able to carry out the tasks given to him (Rivaldo, 2022). An employee's performance is influenced by various things. Organizational culture, motivation, discipline, commitment, support, assessment,

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compensation, environment and abilities are variables that influence employee performance (Panjaitan, 2020).

One of the appropriate elements to use in the workplace to improve the quality and professionalism of employees is organizational culture. Organizational culture refers to the norms, values, attitudes and work ethics that are upheld by every employee in a company. These components provide a framework for examining how employees interact with their environment, work together, and interact with their work (Arianty, 2014). All company members must support and participate in implementing a good organizational culture (Jamaluddin et al., 2017). Employee compensation is another element that influences their performance.

An increasing employee productivity and performance can be achieved one way by paying employees fairly and appropriately for their success in work (Fauzi, 2014). According to (Dwianto et al, 2019) stated that "The effectiveness of employee goals and the efficiency of the organization's budget is directly correlated with the quality of human resources in the workplace, and the ability of a business to survive in an increasingly cruel business environment will depend on the ability to determine appropriate compensation environment." Therefore, compensation must be handled well within the organization to ensure acceptance and prevent future miscommunication between both parties. In its application, to obtain compensation there needs to be reciprocal action carried out by employees, namely by increasing work discipline in order to obtain results achieved from the rules set by the company.

Harlie (in Wahyudi 2019) explains how discipline is seen as a guarantee of work being done well. Because of discipline providing certainty and clarity in completing tasks, entrepreneurs even gain confidence in what they are doing and what their goals are. Employees use discipline which is a non-physical tool to stay on the specified path and prevent mistakes and risks that could harm the company and themselves (Wahyudi, 2019).

Based on the definition above, the Tamsih Panca Budi Medan Unit is aware that goals and performance are important, but this is also influenced by other elements such as organizational culture, and compensation, work discipline. Supervisors and staff realize that discipline and pay are two sides of the same coin in carrying out their jobs. As a result, there will always be various dynamics that occur when both parties come together. For example, the salary received may not be in accordance with the workload, employees may still arrive late, there may still be negligence in following approved procedures, work permits can still be found without a certificate, and workers are often found outside the designated work zone. while running a business. O'clock. This condition explains why workers are still not responsible for the main tasks they carry out, which may have a negative impact on performance if left unchecked.

The influence of organizational culture, compensation, and work discipline has been the subject of several studies. Very similar to previous investigations carried out by specialists from various academic institutions. Several real-world events in the workplace are investigated and correlations are established to assess the impact of organizational

culture, compensation, and work discipline. Furthermore, various analytical techniques and instruments will be used in this research to examine the relationship between employee performance and work discipline, compensation and organizational culture. This kind of analysis has been carried out in previous research. Of course, public service companies such as the Tamsih Panca Budi Medan Unit can demonstrate the effectiveness of their employees by providing services to the wider community. Therefore, the main aim of this research is to study how the employees of the Tamsih Panca Budi Medan Unit were shaped by factors including organizational culture, compensation, and work discipline.

METHOD

This research, which was conducted from November to December 2023, is an example of associative quantitative research. Research that seeks to determine the influence or interaction of several components, especially the extent to which one variable influences other variables, is called associative research (Sugiyono, 2019:21). This approach seeks to ascertain the relationship between the three independent variables of organizational culture (X1), compensation (X2), and work discipline (X3) that form this research. The analysis of the dependent variable in this research focuses on employee production.

The research population was employees of the Medan Panca Budi Tamsih Unit. In the Tamsih Unit there are thirty male employees and fourteen female employees. The work zone is divided into five divisions: laundry, building cleaning, garden maintenance and cleaning, organic and inorganic waste management, and flower boards. The staff of the Medan Tamsih Panca Budi Unit were given a questionnaire as one way to collect data for this research. Thus, the process of determining sample size includes the use of random sampling procedures. Therefore, this research sample was taken from all employees. The age range of workers in each work division zone in the Tamsih Unit is 18 to 54 years.

This research involved 44 employees in the Tamsih Unit, namely with five different work zone divisions. All workers in the zone were given the same questionnaire, and they had to choose one of the following answers: strongly disagree, strongly agree, agree, neutral, or disagree. Statements issued in various forms address the following topics: organizational culture, compensation (salary, bonuses, vacation pay, and health insurance), and employee work discipline.

The instrument used in this study was a questionnaire or questionnaire created through *Google Forms* which contains the aspects studied. There are three main aspects studied. These three aspects are (1) the organizational culture formed within the Tamsih Panca Budi Medan Unit; compensation received by employees. This compensation takes the form of salary or wages, incentives, holiday allowances, and health insurance provided to employees; (3) work discipline of Tamsih Panca Budi Unit employees. These three instruments have previously been used as research instruments, the questions given have been carried out by experts in almost similar research. These three aspects were adapted from (Panjaitan, 2020). For the record, these three aspects are quantitative types of research.

RESULTS AND DISCUSSION

Descriptive Analysis Test

Descriptive tests are used to describe or provide an overview of the characteristics of a data series without drawing general conclusions (Nusantara in Ghozali, 2021). The characteristics of the respondent data contained in this research are based on gender, age and services provided to 44 respondents who were employees of the Tamsih Panca Budi Medan Unit.

Table 1. Characteristics of Respondents Based on Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	A Man	30	68,2	68,2	68,2
	Woman	14	31,8	31,8	100,00
	Total	44	100,00	100,00	

Of the 44 respondents, 30 (68.2%) were men and 14 (31.8%) were women, according to Table 1 above.

Table 2. Characteristics of Respondents Based on Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 21 Years	4	9.1	9.1	9.1
	21 – 30 Years	18	40.9	40.9	50.0
	31 – 40 Years	10	22.7	22.7	72.7
	41 – 50 Years	9	20.5	20.5	93.2
	< 50 Years	3	6.8	6.8	100,00
	Total	44	100	100.00	

Of the 44 respondents, Table 2 above shows that 4 (9.1%) were under 21 years old, 18 (40.9%) were between 21 and 30 years old, 10 (22.7%) were between 31 and 40 years old , 9 (20.5%) were between 41 and 50 years old, and 3 (6.8%) were over 50 years old.

Validity and Reliability Test

The validity of a questionnaire is assessed using a validity test. According to Manullang and Pakpahan (2014), a questionnaire is considered valid if the questions can provide information about the topic being evaluated. In reality, reliability testing functions as a survey or survey assessment method that functions as an indicator of a variable or construct (Ferils, 2022). The results of the validity and reliability test using SPSS version 26 are as follows.

Table 3. Variable X Validity Test Results

Organization Culture (X1)	r Calculated	R Table	Information
bo 1	0,697	0,297	Valid
bo 2	0,779	0,297	Valid
bo 3	0,881	0,297	Valid
bo 4	0,699	0,297	Valid

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Organization Culture (X1)	r Calculated	R Table	Information
bo 5	0,579	0,297	Valid
bo 6	0,773	0,297	Valid
bo 7	0,891	0,297	Valid
bo 8	0,781	0,297	Valid
bo 9	0,751	0,297	Valid
bo 10	0,649	0,297	Valid
Compensation (X2)			
K1	0,615	0,297	Valid
K2	0,689	0,297	Valid
K3	0,720	0,297	Valid
K4	0,659	0,297	Valid
K5	0,472	0,297	Valid
K6	0,489	0,297	Valid
K7	0,580	0,297	Valid
K8	0,653	0,297	Valid
K9	0,523	0,297	Valid
K10	0,447	0,297	Valid
Work Attitude (X3)			
Dk1	0,753	0,297	Valid
Dk2	0,426	0,297	Valid
Dk3	0,625	0,297	Valid
Dk4	0,739	0,297	Valid
Dk5	0,671	0,297	Valid
Dk6	0,855	0,297	Valid
Dk7	0,728	0,297	Valid
Dk8	0,721	0,297	Valid
Dk9	0,585	0,297	Valid
Dk10	0,741	0,297	Valid

At the significance threshold of 5% degrees of freedom (df) = n-2, a validity test was carried out by comparing the estimated value of r with the r table as shown in Table 3. Considering that the n and r values for the sample table are 0.297, then (df) = 44-2= 42. If the calculated r > r table, then the request or signal is considered valid.

Table 4. Variable Y Validity Test Results

employee performance (Y)	r Calculated	r Table	Information
Kk1	0,758	0,297	Valid
Kk2	0,595	0,297	Valid
Kk3	0,602	0,297	Valid
Kk4	0,582	0,297	Valid
Kk5	0,743	0,297	Valid

employee performance (Y)	r Calculated	r Table	Information
Kk6	0,756	0,297	Valid
Kk7	0,794	0,297	Valid
Kk8	0,461	0,297	Valid
Kk9	0,745	0,297	Valid
Kk10	0,626	0,297	Valid

Because the calculated r value is higher than the table r value, as shown in Table 2.2, each of the 10 statements or items in variable Y is valid.

Table 5. Reliability Test Results

Variables	Cronbach Alpha >0,60	Information
Organization Culture (X1)	0,910	Reliables
Compensation (X2)	0,795	Reliables
Work Culture (X3)	0,844	Reliables
Employee Performance (Y)	0,851	Reliables

The reliability test results are shown in table 5 above. It can be concluded that all variables in the questionnaire are suitable for use as measuring tools because each variable has a value *Cronbach Alpha* minimum 0.60.

Classic Assumption Test

Normality test

One way to find out whether a data distribution is normal or not is by testing normality. Because parametric statistical analysis requires data to be normally distributed, this test was carried out (Sinambela, 2022).



Figure 1. Normal P-Plot Graph

Because the plot and points in the previous figure are spread out and follow a diagonal line that circles and follows a 45 degree line, it is reasonable to believe that the research data is normally distributed. The Kolmogorov-Smirnov test is an additional tool for testing data analysis based on unstandardized residual values, in addition to the graph normality test. Probability is the basis for decision making. A research data set has an

ordered distribution if the probability is greater than 0.05. The table below displays the normality test results:

Table 6. Normality Test Results *Kolmogorov-Smirnov*

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		44
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,58065635
Most Extreme Differences	Absolute	,081
	Positive	,066
	Negative	-,081
Test Statistic		,081
Asymp. Sig. (2-tailed)		,200 ^{c,d}

Corresponds to the Asymp.Sig row in the previous table. A significant value of 0.200 was obtained using Asymp. Sig (2-tailed) with performance as the dependent variable. Considering the probability value is $0.200 > 0.05$, it can be concluded that the data follows a normal distribution.

CONCLUSIONS

For this research, information regarding the influence of organizational culture, compensation, and work discipline was collected at the Tamsih Panca Budi Medan Unit. Research findings show that the relationship between employee performance and organizational culture is not very strong. In addition, work discipline and compensation are positively correlated. In addition, there is a favorable correlation between employee performance and work discipline. The researcher then offers recommendations that may be useful for people involved in the research results based on the findings and conclusions that have been provided. Here are some recommendations that might be made: For the Medan Panca Budi Tamsih Unit. Work ethic and organizational culture have a direct impact on how well the Panca Budi Medan Tamsih Unit personnel perform. Therefore, it is important to preserve the existing organizational culture and continuously improve the level of employee discipline control. Meanwhile, compensation must be given more priority. It's important to ensure that employees' salaries are commensurate with the amount of work they complete, and offering incentives to staff members is an additional way to incentivize them to perform better. Additionally, companies need to consider additional factors such as competency, leadership style, etc. Although this was not included in the research factors, it may have an impact on performance. For future researchers. This study can be a roadmap or starting point for future research regarding the relationship between organizational culture, compensation, and work discipline, and employee performance. Because of these

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limitations, caution should be exercised and this study should not serve as a standard for other similar studies in the future.

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