

ANALYSIS OF ORGANIZATIONAL CULTURE ON EMPLOYEE WORK EFFECTIVENESS AT THE MAJALENGKA DISTRICT ENVIRONMENTAL SERVICE

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Abstract

The goal of this study was to investigate the effect of organizational culture on the effectiveness of Majalengka District Environmental Service staff. This study used a questionnaire-based survey method to collect data from personnel of the Majalengka District Environmental Service. According to the study's findings, a robust organizational culture plays a crucial role in enhancing the job effectiveness of Majalengka Regency Environmental Service staff. Employees who feel involved in a positive organizational culture and have an awareness of common goals, have the desire to contribute optimally to achieving organizational goals. Therefore, it is necessary to strengthen positive organizational culture through effective communication, dedicated leaders, and continuous development of human resources.

Keywords: Organizational Culture, Work Effectiveness, Employees.

A. INTRODUCTION

The intensification of global competition, loosening of regulations, and progress in technical innovation spurred a change in mindset that resulted in the inability of many organizations and institutions to continue operating. This pattern suggests that procedures and regulations regarding human resource management might play an essential role in boosting employee loyalty (Haris et al, 2022).

The important role of the quality of human resources in a government agency will affect productivity or increase competitiveness between one another, and it is necessary to have policies that support improving the quality of work of every part in the government agency. Human resources play a very important role in policy making, therefore government agencies must have adequate and competent human resources in their respective fields (Kulla et al, 2018).

Organization is a coordination of a number of activities planned and carried out in a company. Within the organization required Human Resource management (HR). The function of human resource management is to maintain and increase work productivity by empowering the existence of employees as an organizational workforce to carry out activities according to the authority and responsibility given by the organization, employees need to pay attention to work effectiveness (Riniwati, 2016).

Siagian (2001) states that work effectiveness is a picture of the success of the work of workers in carrying out their duties. The tasks are held to achieve organizational goals where individuals work in it. As

well as the opinion of Gibson, et al. (1996) which revealed that work effectiveness is the achievement of agreed targets for joint efforts.

Effectiveness as one effort to get a certain goal correctly and on time. Employees with high work effectiveness will have a desire to achieve organizational goals and comply with company regulations, a responsible attitude in carrying out work, and a positive work attitude. Thus the effectiveness and efficiency of achieving organizational goals will be well achieved. To achieve maximum organizational goals, employee work effectiveness must be high (Riyanti & Yansahrita, 2019).

Work effectiveness can be influenced by many factors, one of which is organizational culture. Suryadi (2010) said that organizational culture with traditional systems is still attached to the behavior of existing human resources. Organizational culture is an important component that plays a role in the success of increasing the quality of productivity.

Kinicki & Fugate (2016), argued that organizational culture can be interpreted as a combination of how perceptions, thoughts and reactions to various environments. So the reactions and thoughts of a government apparatus will differ depending on how the culture in the organization is formed. Hatch (1993) defines organizational culture as employees' beliefs about the usefulness of values and norms originating from the New Public Management (NPM) doctrine, which guide or influence their attitudes and actions in carrying out all activities carried out by local governments.

Organizations have a culture through the process of learning, inheritance, adaptation results and proof of adhered to values. Apart from that, it can also be through leadership attitudes as teaching by example as "through the leader him or himself" namely real stances, attitudes and behavior not just words, charm or charisma. Organizational culture is defined as the crystallization of values and is the shared beliefs and hopes of members of the organization that are taught from one generation to another in which there are formulations of norms that are agreed upon by members of the organization, have the same assumptions, perceptions or views in dealing with various problems in the organization (Sonne, 2019).

Government agencies that play a role in human resource development in Indonesia, one of which is the Office of the Environment Agency, where the task and function is to develop and foster the environment in Majalengka Regency. The effectiveness of good performance for employees, is not only related to employee work scheduling, but a good work culture is also important. In addition, it is important to pay attention to work culture in the organization so that it can adapt to the cultural conditions of the local community to realize effectiveness. This is the background for the author to conduct research and analyze more deeply through research activities with the title Analysis of Organizational Culture on Employee Work Effectiveness at the Majalengka Regency Environmental Service.

B. LITERATURE REVIEWS

1. Work Effectiveness

Employee work effectiveness in providing services to the community can be achieved if the organization is also able to adapt to the demands of environmental change. In this case effectiveness must also include efficiency. According to Rifa'I (2013) effectiveness is a measurement in the sense of achieving predetermined goals or objectives. Meanwhile, Ambia (2018) argues that effectiveness means doing the right

job. Effectiveness means the ability to choose the right target. An effective manager is one who chooses the right job to do.

Meanwhile, efficiency is the utilization of inputs like labor, materials, and capital to generate outputs like outputs like services rendered, while the concept of effectiveness is the utilization of inputs like these in a predetermined quantity to generate outputs like outputs like services rendered (Siagian, 2001). Evidence of effectiveness demonstrates whether or not objectives have been met. Assuming that outcomes are trending in the right direction, efficiency is rising. Time, tasks, motivation, job evaluation, supervision, organizational culture, equipment, and facilities are all factors that might affect employees' productivity in the workplace (Sambuardi, 2021).

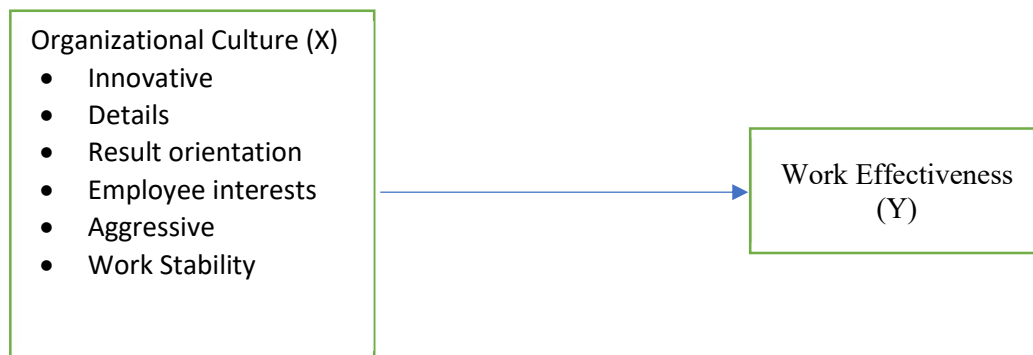
2. Organizational culture

What distinguishes one organization from another is its culture, which, according to Robbins (in Wahjono, 2010), is a system of shared meaning held by its members. Meanwhile, G.Graham (in Sulaksono, 2015) defines corporate culture as the team's shared values, principles, and worldview. A company's culture consists of the distinct set of shared values, beliefs, and norms that characterize that company.

An organization's success can also be attributed to factors like its culture. Consequently, it may be stated that organizational culture is a pattern of beliefs and values imparted by all its members in accomplishing work as the proper approach to comprehend, think, and feel about challenges relating to the task. Indicators of an effective organizational culture include the following: a willingness to take risks, an emphasis on detail-oriented problem solving, a focus on achieving results, consideration of employee interests, aggressiveness in the workplace, and the maintenance of a consistent work environment (Sucipto et al, 2019).

3. conceptual framework

In line with the research objectives and theoretical studies discussed above, the framework for this research will be described as follows:



hypothesis

H 0 : There is no influence between organizational culture and employee effectiveness

H 1 : There is an influence between organizational culture and employee effectiveness.

C. METHODS

This research is an associational study with the goal of explaining the effects of organizational culture on employee effectiveness at the Majalengka District Environmental Service Office. The study is being

conducted by the Majalengka District Environmental Service Office. The primary purpose of this research is to test the hypothesis and offer some conclusions regarding the influence of the independent variable on the variable that will be investigated. In order to get an accurate reading of this study variable, a Likert scale questionnaire will be employed. The questionnaire will be filled out by respondents based on how the variable indications are presented. In this particular research project, the population consisted of persons working for the Majalengka Regency Environmental Service. There were a total of 83 employees involved, and all of them served as research samples. Data collection methods employed in this study include observation, questionnaires, and documentation. Specifically, observation, questionnaires, and documentation were used. This research made use of a regression test design for its data analysis, and it was carried out with the assistance of SPSS 25.0 for Windows.

D. RESULTS AND DISCUSSION

1. Validity test

Validity tests are used to determine whether or not a questionnaire is valid. If the value of r count is more than r table, then a questionnaire is considered to be valid. In this study test, 83 questionnaires were collected, each of which was completed by an individual respondent with a r table value of 0.216. According to the findings of the validity test, all questions pertaining to organizational culture characteristics (X) and employee effectiveness (Y) have a higher correlation than the r table. Conclusion: the variables have been certified legitimate and can be utilized for research purposes.

2. Reliability Test

The reliability test establishes whether or not the measuring device employed yields consistent results when the same measurement is performed multiple times. Sekaran (1992) states that a reliability of less than 0.6 is poor, while 0.7 is adequate, and 0.8 or more is excellent. Statement items' reliability tests for each variable are summarized below.

Table 1 Reliability Test Results

Variable	Cronbach's alpha	Std Reliability	Information
Organizational Culture (X)	0.703	0.60	Reliable
Employee Effectiveness (Y)	0.668	0.60	Reliable

From table 1 it can be seen that cronbach's alpha in each variable X and Y is above 0.6, this means good reliability (reliable).

3. Simple Linear Regression Test

The direction of the relationship between the independent factors and the dependent variable can be determined through the use of a technique known as simple linear regression.

Table 2 Simple Linear Regression Results

Coefficients ^a

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig.
	b	std. error	Betas		
1. Constant	2,085	4,360		0.476	0.632
Organizational culture	0.813	0.073	0.768	10,860	0.000
a. Dependent Variable: Employee Effectiveness					

From table 2 above it can be seen the results of multiple linear regression, namely: $Y = 2.085 + 0.813X$. From the results of these data can be explained as follows:

- If organizational culture (X) has a value of zero, then employee efficiency (Y) still has a value of 2.085 due to the constant 2.08 5.
- The organizational culture variable (X) has a regression coefficient of 0.813, indicating that if organizational culture grows by one unit, employee productivity will increase by 0.813.

4. Determination Coefficient Test (R²)

Table 3 The coefficient of determination (R²)Summary Model ^b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.768 ^a	0.591	0.585	4,223

Table 3 demonstrates that the R value is 0.768. This suggests that the organizational culture variable (X) is closely related to the Pelalawan District health office's staff morale. While the R square value is 0.591, this indicates that the organizational culture variable (X) contributes 59.1% to the efficiency of Majalengka district environmental service staff, with the remaining 40.9% influenced by other variables not investigated in this study.

5. t test

Table 4 Test Results t

Coefficients ^a

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig.
	b	std. error	Betas		
2. Constant	2,085	4,360		0.476	0.632
Organizational culture	0.813	0.073	0.768	10.860	0.000
b. Dependent Variable: Employee Effectiveness					

Table 4 shows that the organizational culture variable (X) has a tcount of 10.860 and a significance of 0.000, which is less than 5%. H₀ is then denied, but H_a is approved. This suggests that organizational culture

has a considerable impact on the work effectiveness of Majalengka district employees in the Organizational Culture department.

Discussion

Based on the calculation of the tcount test, H1 is accepted and H0 is rejected because tcount (10.860) is greater than ttable (1.989) with a significance of $0.000 < 0.05$. The Majalengka district environmental service has a considerable association between corporate culture and personnel effectiveness. And on a large scale, organizational culture has a 59.1% impact on employee work effectiveness.

Organizational culture affects employee effectiveness because organizational culture can influence employee behavior and motivation. The following are some examples of how organizational culture can influence employee effectiveness:

1. Goal orientation: If the organizational culture is goal oriented, then employees tend to focus on achieving organizational goals and encouraging them to work more effectively and efficiently.
2. Openness and collaboration: An organizational culture that encourages openness and collaboration allows employees to share information and work together to achieve organizational goals. This can help improve employee efficiency and productivity.
3. Fairness and trust: If the organizational culture promotes fairness and trust, employees will feel valued and respected, thereby increasing their motivation and performance.
4. Self-development: An organizational culture that supports self-development will encourage employees to continuously improve their skills and knowledge, which can increase their effectiveness on the job.
5. Innovation: An organizational culture that encourages innovation and creativity can increase employee effectiveness as they feel supported and motivated to find new solutions and innovative ways of carrying out their tasks.

So overall organizational culture can affect the effectiveness of employees in carrying out tasks and achieving organizational goals. This is because organizational culture includes values, beliefs, behaviors, and norms that influence the way employees think and act. For example, goal orientation in organizational culture encourages employees to work more effectively and efficiently, while openness and collaboration can improve employee efficiency and productivity. Fairness and trust in organizational culture can increase employee motivation and performance, while support for self-development and innovation can improve employee skills and creativity.

Previous research in Indonesia shows that organizational culture has a significant influence on employee performance. A study by Kultum (2017) found that an organizational culture that is supported by fair management and self-development supports better employee effectiveness. Likewise, research by Firmansyah & Ramdhani (2018) shows that organizational culture that is supported by innovation and trust affects the effectiveness of employee work in manufacturing companies in Indonesia. This research shows the importance of organizations in creating a culture that supports employee effectiveness, including through support for self-development, innovation, and trust.

E. CONCLUSION

Given the aforementioned studies, we can conclude that corporate culture has a substantial impact on employee effectiveness, as it can affect their behavior, motivation, and performance. Thus, it is crucial for enterprises to build a culture that promotes the success and performance of Majalengka Regency Environmental Service staff. Overall, the effect of organizational culture on employee performance has been the subject of much research, particularly in Indonesia. It is crucial for firms to build a culture that promotes the performance and success of its personnel, especially through goal orientation, openness and collaboration, fairness and trust, self-improvement, and innovation.

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