

The Influence of Organizational Culture and Non-Physical Work Environment on Employee Performance at the Karanganyar Regency Tourism, Youth and Sports Office

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ABSTRACT

The Karanganyar Regency Tourism, Youth and Sports Office is one of the Regional Apparatuses that carries out government affairs in the tourism, youth and sports fields in Karanganyar Regency. Human resources are one of the most important factors in an organization, so human resources must be managed properly and correctly in order to increase effectiveness in the company or organization. Many factors influence this, such as organizational culture, non-physical work environment, and employee performance. This study aims to determine the influence of organizational culture and non-physical work environment on employee performance at Disparpora Karanganyar Regency. The method used is a quantitative method and a descriptive type of research, and takes a sample of 34 respondents from all employees of the Karanganyar Regency Disparpora. This study uses multiple linear regression analysis with SPSS version 26 program and descriptive analysis. The results of this study are descriptive analysis shows that the variables of organizational culture, non-physical work environment, and employee performance are in the very good category. Meanwhile, the multiple linear regression analysis test shows that there is a significant influence of the organizational culture and non-physical work environment variables either partially or simultaneously.

Keywords: Organizational Culture, Non-Physical Work Environment, Employee Performance

INTRODUCTION

In the field of tourism and sports, it is very closely related to business, because Karanganyar Regency is a district that is rich in tourist destinations so that if it is managed properly and correctly it will generate income for the region, which is commonly referred to as Regional Original Income (PAD). Besides being useful for local governments, many tourist destinations are also beneficial for the surrounding community because most people around tourist destinations have businesses in the food and beverage sector such as restaurant and store businesses that sell souvenirs typical of Karanganyar Regency. According to Indiyati (2018), organizational culture is essentially the organization's basic values that will serve as the basis for attitudes, behavior, and actions for all members of the organization. Based on the pre-questionnaire data, it can be seen that the condition of organizational culture at the Karanganyar Regency Disarpora office shows that there is still a lack of initiative in providing ideas for innovation.

According to Bahri (2018), the non-physical work environment is all situations related to work relations, including the relationship between superiors and superiors, relationships with colleagues or subordinates. Based on the pre-questionnaire data, it can be seen that the condition of the non-physical work environment at the Karanganyar Regency Disarpora office shows that there is still a lack of communication between employees, causing misunderstandings.

Employee performance is very important in an organization, because employee performance is a factor that can determine the progress or failure of an organization. Based on the pre-questionnaire data, it can be seen that the performance conditions at the Karanganyar Regency Disarpora office show that there are still employees who are late in coming to the office beyond the predetermined office hours.

Based on this description, the author can conclude the formulation of the problem as follows:

- a. Is there an influence of Organizational Culture on Disarpora Karanganyar Regency?
- b. Is there an influence of the Non-Physical Work Environment on Disarpora Karanganyar Regency?
- c. Is there an influence on employee performance in the Karanganyar Regency Disarpora?
- d. Is there an influence of Organizational Culture and Non-Physical Work Environment on Employee Performance at Disarpora Karanganyar Regency?.

LITERATURE REVIEW

1. Human Resource Management

According to Mangkunegara (2017:2) Human resource management is a planning, organizing, coordinating, implementing, and supervising the procurement, development, provision of remuneration, integration, maintenance, and separation of workers in order to achieve organizational goals.

2. Organizational Culture

Meanwhile, according to Sunyoto (2016: 226) defines organizational culture as a system of shared meaning held by members of the organization that distinguishes the organization from other organizations.

3. Non-Physical Work Environment

According to Sedarmayanti (2017: 28) the non-physical work environment is all situations related to work relations, including relationships with superiors, relationships with colleagues or subordinates.

4. Employee Performance

Meanwhile, according to Kasmir (2019: 182) performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period.

5. Research Model

The following is a research model used by researchers:.

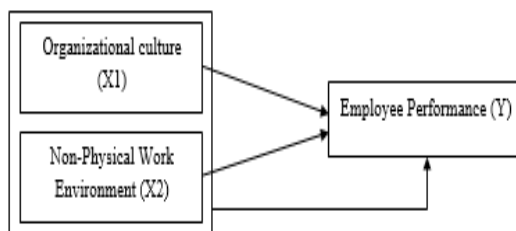


Figure 1. Research Model

According to Sugiyono (2019:99) the hypothesis is a temporary answer to the research problem formulation, where the research problem formulation has been stated in the form of a question sentence. It is said to be a temporary answer because the answers given are only based on

theory and not based on facts obtained from data collection.

Based on the research model that has been put forward, the hypotheses in this study are as follows:

"There is an influence of organizational culture and non-physical work environment on the performance of employees of the Karanganyar Regency Tourism, Youth and Sports Office, either partially or simultaneously".

METHOD

The population in this study were 34 employees of the Karanganyar Regency Disarpورا. The sample in this study used a saturated sample, namely 34 employees in Disarpورا Karanganyar Regency. Saturated samples are often used when the population is relatively small or small, another term for saturated samples is a census, where all the population is used as a sample.

This research uses descriptive research with a quantitative approach. According to Sugiyono (2019:147) descriptive research is a statistic used to analyze data by describing the data that has been collected without intending to make generally accepted conclusions or generalizations.

RESULT

1. Instrument Test Results

Test the validity of all variables X1, X2, and Y showed that the value of and a significance value <0.05 then declared valid. As for the reliability test, the data obtained are as follows:

Tabel 1. Reliability Test Results

Variabel	Cronbach's Alpha	Information
Organizational culture	0,905	Reliabel
Non-Physical Work Environment	0,823	Reliabel
Employee Performance	0,889	Reliabel

Based on the table, it can be seen that the Cronbach's Alpha value is > 0.60 so it can be concluded that the instrument is reliable.

2. Descriptive Analysis Results

The results of descriptive analysis in this study can be seen in the following table:

Tabel 2. Descriptive Analysis Results

Variabel	Nilai	Information
Organizational culture	88,71%	Very good
Non-Physical Work Environment	92%	Very good
Employee Performance	86,75%	Very good

Based on the table, it can be concluded that the variables of Organizational Culture, Non-Physical Work Environment, and Employee Performance are included in the very good category.

3. Classical Assumption Test Results

a. Normality test

1) Graph Normality Test

The histogram normality test can be seen in the image below:

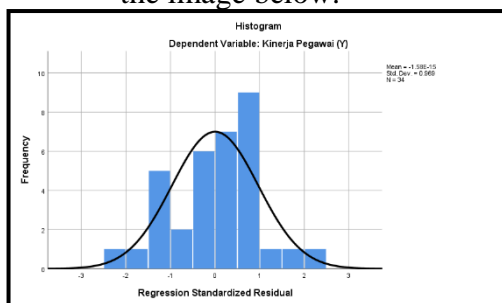


Figure 2. Histogram Normality Test

Based on Figure 2, it can be seen that the graph forms a bell pattern and does not tilt to the right or left and is symmetrical, so it can be concluded that the data is

normally distributed.

P-P Plot normality test can be seen in the image below:

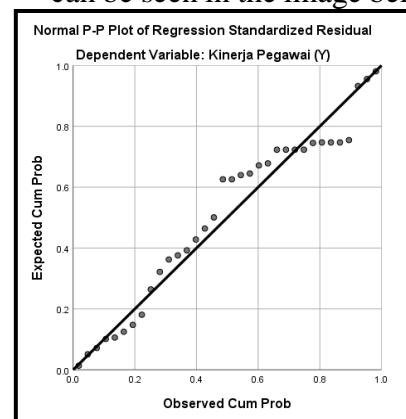


Figure 3. P-P Plot. Normality Test

Based on Figure 3, it can be seen that the points spread around the diagonal line and follow the direction of the line, so it can be concluded that the data is normally distributed.

2) Statistical Normality Test

In a study conducted with the Kolmogorov-Smirnov test, the data obtained for the value of Monte Carlo Sig. (2-tailed) was $0.323 > 0.05$. So it can be concluded that the data is

normally distributed because the significance value is > 0.05 .

b. Heteroscedasticity Test

In this research, the heteroscedasticity test uses a

scatterplot diagram to find out whether the data has heteroscedasticity or not, it can be seen in the image below:

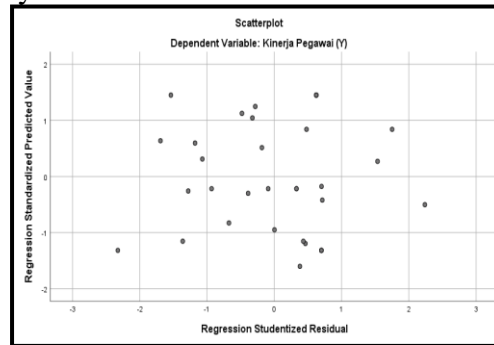


Figure 4. Scatterplot Diagram

Based on Figure 4 above, it can be seen that the dots spread out and do not form a certain pattern, so it can be

concluded that there is no heteroscedasticity

c. Multicollinearity Test

The following is a table of multicollinearity test results:

Table 3. Multicollinearity Test Results

Model	Coefficients ^a				Collinearity Statistics		
	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.	Tolerance	VIF
1 (Constant)	-2.325	5.345		-.435	.667		
Organizational culture (X1)	.895	.157	.682	5.696	.000	.502	1.992
Non-Physical Work Environment (X2)	.538	.251	.256	2.139	.040	.502	1.992

a. Dependent Variable: Employee Performance (Y)

Based on the table above, it can be seen that the X1 variable has a VIF of $1.992 < 10$ and a Tolerance of $0.502 > 0.1$, while the X2 variable has a VIF of $1.992 < 10$ and a Tolerance of $0.502 > 0.1$. So it can be concluded that there is no

multicollinearity problem in this study.

4. Multiple Regression Analysis Results

The following are the results of multiple linear regression analysis:

Table 4. Results of Multiple Linear Regression Analysis

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Tolerance	VIF
	B	Std. Error	Beta				
1 (Constant)	-2.325	5.345		-.435	.667		
Budaya Organisasi (X1)	.895	.157	.682	5.696	.000	.502	1.992
Lingkungan Kerja Non Fisik (X2)	.538	.251	.256	2.139	.040	.502	1.992

a. Dependent Variable: Kinerja Pegawai (Y)

Based on table 2, the multiple linear regression model can be formulated as follows:

$$Y = a + b_1 X_1 + b_2 X_2$$

Information:

The constant value (a) = -2,325, meaning that if the independent variable is 0, then the value of the dependent variable becomes -2,325.

The regression coefficient of the organizational culture variable (X1) is positive 0.682, meaning that if there is an increase in the organizational culture variable by one level, the employee performance variable will increase by 0.682.

The regression coefficient for the non-physical work environment variable (X2) is positive 0.256, meaning that if there is an increase in the non-physical work environment variable by one level, the employee performance variable will increase by 0.256.

5. Hypothesis testing

1) F test

The F test was conducted to determine whether there was a simultaneous (simultaneous) effect of the independent variable on the dependent variable, the F test table can be seen as follows:

Tabel 5. Test F Result

Model	ANOVA ^a				
	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	639.422	2	319.711	54.005	.000 ^b
Residual	183.519	31	5.920		
Total	822.941	33			

a. Dependent Variable: Employee Performance (Y)
 b. Predictors: (Constant), Non-Physical Work Environment (X2), Organizational culture (X1)

Based on table 3 above, it can be seen that the calculated F value is greater than F table,

namely $54.005 > 3.30$ and the significance value is $0.000 < 0.05$. So it can be concluded that

the independent variable, namely organizational culture and non-physical work environment together (simultaneously) has a significant effect on the dependent variable, namely employee performance.

2) t test

Conducted to determine whether there is a partial effect and to test the level of significance of each independent variable on the dependent variable, the results of the t test can be seen in the table below:T

Tabel 6. Test t Result

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-2.325	5.345		-.435	.667
Organizational culture (X1)	.895	.157	.682	5.696	.000
Non-Physical Work Environment (X2)	.538	.251	.256	2.139	.040

a. Dependent Variable: Employee Performance (Y)

In the table above, it can be seen that the organizational culture variable has a t-count value greater than t-table, namely 5.696 > 1.696 and a significance value of 0.000 < 0.05. The non-physical work environment variable has a t-count value greater than t-table, namely 2.139 > 1.696 and a significance value of 0.040 < 0.05. Based on this description,

it can be concluded that organizational culture and non-physical work environment variables partially have a significant effect on organizational culture variables.

Coefficient of Determination

The following is a coefficient of determination that is processed using the SPSS version 26 program:

Tabel 7. Coefficient of Determination Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.881 ^a	.777	.763	2.43310

a. Predictors: (Constant), Non-Physical Work Environment (X2), Organizational culture (X1)
 b. Dependent Variable: Employee Performance (Y)

Based on the table above, it can be seen that the R value is 0.881 and the R Square value is 0.777, how to calculate R Square using the Coefficient of Determination is as

follows:

$$\begin{aligned}
 \text{KD} &= R^2 \times 100\% \\
 &= (0,881^2) \times 100\% \\
 &= 0,777 \times 100\% \\
 &= 77,7\%
 \end{aligned}$$

Based on these calculations, it can be concluded that the influence of organizational culture and non-physical work environment variables on employee performance variables is 77.7% while the remaining 22.3% is influenced by other factors not examined in this study.

DISCUSSION OF RESEARCH RESULTS

The Influence of Organizational Culture on Employee Performance

Based on the results of the t-test in this study, it shows that the organizational culture variable (X1) has a positive and significant influence on the employee performance variable (Y) with a t-count value greater than t-table, namely $5.696 > 1.696$ and a significance value of $0.000 < 0.05$. This is in line with research conducted by Ni Kadek Desy Yasinta Putri and I Made Pande Dwiana Putra (2017), with the results of research that organizational culture variables have a positive effect on employee performance, the difference with this study is the difference in the variables of Good Corporate Governance and Motivation.

Influence of Non-Physical Work Environment on Employee Performance

Based on the results of the t-test in this study, it shows that the non-physical work environment variable (X2) has a positive and significant influence on the employee performance variable (Y) with a t-count value greater than t-table, namely $2.139 > 1.696$ and a significance value of $0.040 < 0, 05$. This is in line with research conducted by Khoirul Anam and Edy

Rahardja (2017), with research results showing that there is a positive and significant effect of non-physical work environment variables on the performance of study employees at the Central Java Provincial Industry and Trade Office.

The Influence of Organizational Culture and Non-Physical Work Environment on Employee Performance

While the results of multiple linear regression analysis show that the organizational culture (X1) and non-physical work environment (X2) variables on employee performance variables (Y) have a significant effect. Based on the results of the F test in this study, it shows that the organizational culture variable (X1) and the non-physical work environment (X2) have a positive and significant influence on the employee performance variable (Y). The results of the coefficient of determination show the magnitude of the influence of variables X1 and X2 on variable Y of 77.7% while the remaining 22.3% is influenced by other factors that are not used in this study. This is in line with research conducted by Muhammad Nandi Wardhana and Muhammad Yahya Arwiyah (2021) with the results that organizational culture variables have a positive and significant effect on employee performance, the difference with this research is the object of research.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of data processing that has been described, several conclusions can be drawn in this study, namely:

- a. The organizational culture at the Karanganyar Regency Disparpora Office is in the very good category, this shows that the organizational culture has been implemented well by employees.
- b. The non-physical work environment at the Karanganyar Regency Disparpora Office is in the very good category.
- c. The performance of employees at the Karanganyar Regency Disparpora Office is in a very good category, this shows that employees have carried out performance according to the established indicators.
- d. Organizational culture and non-physical work environment partially and simultaneously have a significant effect on employee performance.

Suggestion

Based on the conclusions above, there are several suggestions as input for improvement and development, including:

- a. On the organizational culture variable, it is suggested to build an innovative spirit and a sense of initiative for the sake of work so that it has an impact on improving employee performance.
- b. In non-physical work environment variables, it is suggested to build more communication in order to have an impact on improving employee performance.
- c. On the employee performance variable, it is recommended to pay more attention to timeliness so that it has an impact on improving employee performance.

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