Organizational Culture, Quality of Human Resources, Motivation and Discipline on Employee Performance at Marshal Suryadarma Aerospace University

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Abstract: Every company needs qualified human resources, one of which is by improving the quality of performance and motivating its employees to be more capable and loyal at work. Aspects that need to be considered to improve employee performance and employee motivation are culture, organization, quality of human resources and discipline. The aim of this research is to determine the effect of knowing organizational culture, quality of human resources, discipline on the motivation and performance of employees in their element. The type of research used in this research is associative using quantitative data. The analysis method used is path analysis. The results of this research show that organizational culture, quality of human resources and discipline influence motivation, organizational culture and motivation do not influence employee performance and quality of human resources and discipline influence employee performance. The advice that can be given to Marshal Suryadarma Aerospace University is to pay more attention to the quality of human resources and the discipline applied because it can stimulate employee motivation so that employee performance can increase. It is also best to the need to implement organizational culture well so that organizational goals can be achieved

Keywords: Organizational culture, quality of human resources, discipline, motivation, employee performance

INTRODUCTION

Organizations require a variety of resources for each operation. If source resources are not managed properly, then these resources will be useless. Source Quality human resources are needed to manage it. Because they have the encouragement, ideas, and creativity these government agencies need , sources Human resources are very important for a company's ability to continue operating. Capital that determines a company's competitiveness and ability to continue operating. Capital that determines a company's competitiveness ad ability to meet its goals are human resources. So that employee work results are in line with goals company, its requires good employees to carry out their duties and responsibility with the will, talent, and attitude required, for example, performance low employees. One of the elements that influences the success of business or organization in

achieving its goals is employee performance. Therefore, Organizational leaders must pay attention to employee performance due to drecreased performance employess can impact overall business performance.

According to Mangkunegara (2018), employee performance is the final result the quality and quantity of work completed by an employee during carry out his duties in accordance with the obligations given to him. Anogara (2009) sait that motivation, education and training, salary, technology, skills and work discipline are aspects that have an impact on performace. Education, training and courses are still a problem and barrier in changing employee human resources. When setting intructions for works who will perform important tasks, the way employess view the culture company can be seen.

To create a strong company, agency culture plays a role important in instilling employee self-confidence. Thus is done with foster relationships among staff members and model appropriate behavior based on established standards. By paying employess for help them, these procedures can improve organizational culture and ensure that they work with the organization. Companies must be able to create situations that can raises employee discipline in work in addition to organization culture. Discipline Employee work refers to a person's attitude and readiness to comply with all legal provisions that apply in the organization or business whre they work. Accoting to (Wibowo, 2015), organizational culture can have an impact on how well it performs human resources, and this impacts directly influence how well employee performance human resources, and this impacts directly influence how well employee performance when fulfilling assigned responsibilities.

Reliable human resources are needed to do this change in a favorable direction. Humans must be arranged in a management, namely human resource management, for its benefit (HRM). Man, as is khow,is the company's driving force and contributes on the achievement or failure of company goals. Employees, also kow as human resources, involved in planning, implementation, supervision, and organizational control to ensure the achievement of the company's vision and goals. Along with this, these business often offer education and training to staff members who wants to improve their skills and knowledge in carry out their work, but some workers have attended training sessions but have not been able to use what they learned. Based on this description, the author is interested in conducting research with the title " The Influence of Organizational Culture, HR Qualitym Work Disipline, on Motivation and Employee performance.

RESEARCH METHODS

In this research, uses a conceptual research methodology, which according to (Sugiyono, 2017) , is a relationship that theoretically connects between different research variables, including dependent or bound variables independent or fress variable that will be measured or observed though the research process what will be done. As a result, the author and colleagues found that there is relationship between the dependent variable Motivation and Employee Performance (Y) and factors

Independent f Organizational Culture (X1), HR Quality (X2) and work Discipline (X3). Matter This is intended so that the company culture can improve capabilities, khowledge, and employee attitudes towards their work. Employee performance is very good influenced by good human resources, performance will increase along by increasing the quality of human resources, performance will increase along by increasing the quality of human resources. The employee's performance will can increase so that company targetsnwill be achived with wotk disclipline good thins form employees, such as arriving on time, carrying out work in accordance with what has been determined by the company, and comply with company regulations.

RESULTS AND DISCUSSION RESULTS

Marshal Suryadarma Dirgantara University (UNSURYA) is a private university under the leadership of the Indonesian Air Force which is organized by the Adi Usaha Foundation (YASAU). UNSURYA is the only university in Jakarta that focuses on aerospace science. Founded in 1988 with the name Suryadarma Aerospace Technology Institute (ITD) then in 1989 it changed to Suryadarma Aerospace Technology College (STTD), as the campus developed, in 1999 STTD changed to Suryadarma University.

In 2016, the words "Dirgantara" and "Marshal" were added so that it became "Marshal Suryadarma Aerospace University" to show its identity as a university that has specialties in the field of aerospace in accordance with its vision.

This university has a strong vision and mission in supporting education and research in the field of aviation. The determination of UNSURYA's Vision, Mission, Goals and Targets was studied from various inputs involving a number of parties such as university leaders, faculties, alumni, alumni users, experts and competent and relevant stakeholders. The following is its vision, namely "To become a Center of Excellence in aerospace higher education and a field of knowledge developed in Indonesia with outcomes ready for use in the world of work". The missions to achieve this vision include:

1. Providing superior higher education in the field of aerospace and related sciences with outcomes that are independent, characterized, professional and ready to be used in the world of work.
2. Carrying out the role of Higher Education as agents of change in the field of aerospace technology and related knowledge groups developed at UNSURYA.
3. Organizing superior, fair and sustainable governance and administration of higher education.

The curriculum at Unsurya refers to the Chancellor's Decree Number: 01 of 2011. The curriculum that applies to the study program is called the operational curriculum which describes the competencies of graduates that will be produced and is always adapted to developments in science and the needs of the world of work. Curriculum reviews are carried out at least two years from the time the curriculum is implemented.

Organization Culture

Organization culture is formed from the words culture and organization,every word have different meanings.Culture is usually an inernal value influences a person's attotudes and behavior (Indriyaningrum, rijanti & sari , 2020). Members of an organization are closely related by the cultural ties they develop and use to maintain daily operations within the organizational context. When it comes o how employess connect with each other, how they deal with problems within the company, or even how they work culture makes a difference. Diversity among all members of the organization united into one whole though culture to carry out same actions (Busro, 2018)

Goals and benefits of Organizational Culture

According to (Busro, 2018) there are a nu,ber of functions of organizational culture such as :

1. Esablish comparisons due to the existence of certain cultures ca be defining charachteristics of an organization.
2. Because culture will becom a characteristic and be used by each individual member organization as their identity.
3. Encourage members to comply with the organization's level of commitment : culture a strong organization results from high commitment from all members.
4. Functions as glue in uniting all members of the organization and able to establish reasonable norms to prevent abuse authority.
5. Change the way everyone in the organization behaves when interacting with internal and external members.

Organizational Culture Factors

By (Busro, 2018) factors in organizational culture such as:

1. General impacts, such as shifts in currency exchange rates, raw material prices fluctuating high regional wage proisions.
2. Impact on society's ideals, such as the importance of politeness and cleanliness
3. Internal organizational considerations, such as internal company performance resolve current issues and internal policies.

Quality of HR

At the micro (organization) and macro (global) levels, human resources are very Important The quality of human resources who supervise and run the organization any matter, no matter how big or small,national or global, is key its success. Only human resources have emotions, desires, skills, knowledge, motivation, drive and capacity to work (ratio, taster and initiative). With out the human element, a company connot move and run according to what is desired. So that there is a labance betwee business demands companies woth HR needs, HR must be managed will and professional.

Factors that Influence the quality of Human Resources

In order to realize the vision and achieve medium and term goals on short, companies or organizations that operate in the field of human resources of course want to always have access to a work force that is qualified and meets standards require competencies. This shows that the company can achieve the set goals, human resource management must carry out their duties responsibly and successfully. The following is human resource management tasks:

1. Planning involves measuring the current condition of the workforce to ensure that the work force is effective and efficient meet organizational needs while helping to realize goals
2. Organizing is the process of managing employees by deciding on allocations tasks, work relationships, and delegation of authority, integration and coordination, in the form of an organizational chart. Organizations are only a means to achieve objective
3. Briefing provides instructions to staff members encouraging them to work together and contribute to the achievement of organizational goals. this activity known as direction. To obtain suitable personnel . company needs, recuitmen process, selection, placement, orientation, and induction is known as procurement.
4. Control is the pratice of keeping workes under control so that they follow organizational polices and perform tasks as it should be. Corrective or corrective actions are taken if they occurdeviation.
5. Development With instruction and training, technical, theoretical, conceptual, and employee morale is enhanced. Education and training offered must be accordance with job demands both now and in the future.

6. To achieve harmonious and mutually beneficial cooperation, integration is an activity to reconcile the demands of the workforce with the demands of the company.
7. Especially mental, physical and loyalty maintenance or strengthening tasks so that they remain willing to work together until retirement.

8. Discipline is an important component in resource management people and is very important for achieving organozational goals because without discipline, its is difficult to achieve goals at the highest level

9. Dismissal is when an employee's relationship with their employer is terminated.

Work Discipline

One of the foundations of company's success is the application of discipline which is carried out continuously by all employees. Discipline is a thingan obedient attitude towards the regulations that have been established and are willing to accept sanctions. If they violate it (Irham Fahmi, 2016) in order to achieve organizational goals, Discipline is atype of employee attitude and behavior tht is in accordance with quidelines approved by management (Rumagit, pulina and Ferdy 2019) Acoording to sinambela (2017), discipline is the attitude of obeying regulations apply in the workplace to resolve employee performance problems. Discipline too refers to the directed and mutually appropriate potential of employees with regulations that have been established and accepted. According to Wasiman & Syafitri (2020), discipline is a situation where discipline is said to be good if the employee and other people involved respect the rules and take full responsibility for and other people involved respect the rules and take full responsibility for responsibilities given. This further strengthens our understanding of motivation.

Purpose and benefits of Discipline

According to (sinambela2017) the purpose and benefits of discipline in a company that
is:

a. Develop a sense of empathy for others. The purpose of discipline is to develop a person who is compassionate and sensitive to people's feelings other.
b. Develop Empathy and a sense of responsibility inrease awareness , integrity, and problem-solving skills are the goals of discipline
c. In still good manners and time management skills using Discipline as a guide can help you complate tasks as quicky as possible
d. Cultivating Calm the goal of discipline is to keep things in check keep the workplace well organized
e. Increase self-confidence discipline strives to improve a person's self-confidence when they work
f. Encourages independence and the ability to make the right decisions the purpose of discipline is to shape a person's character so that they more independent and able to feel comfortable at work, profitable career for workers and companies.

The Influence of work Discipline on Employee Performance

Work results end employee discipline is one way to maintaining peace in a organization, which is a key quality, objective the basis of discipline is to prevent wasting time and energy maximize efficiency. In additions, discipline that can damage or eliminating property, machinery ,and other tools of the trade. Apart from that, be disciplined Aims to resolve arguments between staff members and stop them disobedience caused by mis understanding and wrong interpretation. Organizations have rules that all employees must follow to maintan a high level of work discipline and achieve organizatrional goals. As stated by Hasibuan (2017) The Most important operative function in management Human resources is discipline because it falls directly with achiement employee work. Without effective employee discipline, business oranizations will experience difficulties to provide the best results

CONCLUSION

Companies must pay attention to the discipline and quality of human resouces in order to improve employee performance in carrying out their duties and responsibilities answer. A company with good quality discipline and human reqources can improve employee performance in carrying out their duties and responsibilities and can encourage individual employee motivation to rise achieve the vision and targeted mission. UNSURYA, with its special characteristics in academic focus, industrial partnerships and digital technology, has a great opportunity to be successful in facing the Digital Transformation Era. However, barriers such as inequalities in digital access and skills, changes in organizational culture, and regulatory barriers need to be addressed. Motivation Theories (including Maslow and Herzberg) can help understand staff motivation, while the application of Performance Management Theory is an effective approach to optimizing HR management in the digital era. In this overall context, UNSURYA can prepare human resources who are responsive to change, ready to compete, and support the university's mission in a connected and digital era.

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