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The Role of Organizational Culture in Shaping Work Ethics and Social Responsibility of Suryadarma University Employees

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Abstract: The quality and quantity of good employee performance can be reflected in the achieved work results. Factors such as appropriate organizational culture, good ethics, and strong loyalty can contribute to improving employee performance. This research aims to evaluate the impact of organizational culture, ethics, and loyalty on the performance of non-academic employees at the university. An emphasized concept is that companies have various forms of responsibility to all stakeholders, including employees, encompassing economic, social, and environmental aspects in all company operations.

Keywords: Employee performance, Work result, Organizational culture, Ethics, Loyalty

INTRODUCTION

This concept states that companies have various responsibilities to all stakeholders, including employees, in all operational aspects that encompass economic, social, and environmental dimensions. Universities, as higher education institutions, need to prepare for global challenges by having human resources capable of adapting to changes. The focus is on creating more dynamic, productive, and competitive employee performance, as the role of good employees is crucial in the operational activities of the university. Another factor influencing the quality of employee performance is work culture and organizational culture. Organizational culture is defined as a pattern of basic assumptions formed by a group through learning to address external challenges and achieve internal integration. It is shaped by individuals with shared goals, beliefs, and values, including shared values, norms, attitudes, and work ethics held collectively by all members of the organization. This organizational culture permeates the entire life of the organization and influences every aspect of its existence. Therefore, organizational culture significantly impacts fundamental

aspects of organizational performance, serving as the foundation for monitoring employee behavior, how they think, collaborate, and interact with each other. To manage it effectively, a clear understanding and attention to organizational culture are crucial. Organizational culture is believed to be a key determinant of organizational performance success, where if it functions well, it can enhance employee performance.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Organizations are established with the aim of achieving specific goals. Therefore, the success of an organization is indicated by the performance of competent human resources and the organizational culture embedded within it. Organizational culture is a pattern of basic assumptions created, discovered, or developed by a particular group as a learning process to address external adaptation and internal integration issues, which is formalized and well-executed. Consequently, it is taught to new members as the appropriate way to understand, think, and feel about these issues.

1. Organizational culture refers to a shared meaning system embraced by its members to distinguish the organization from others. Schein elucidates the elements of culture, including knowledge, beliefs, art, morality, laws, customs, societal behaviors/norms, basic assumptions, value systems, learning/inheritance, and issues of external adaptation and internal integration. Organizational culture is a shared meaning system embraced by its members that sets the organization apart from others. It manifests as the collective values and beliefs that enable organization members to understand their roles and organizational norms.
2. Loyalty, asserts that loyalty is one of the elements used in assessing employees, encompassing loyalty to their job, position, and the organization as a whole. This loyalty is reflected in the willingness of employees to protect and defend the organization both within and outside of work from irresponsible individuals. According to Drever (2006), as cited in Adha & Ibrahim (2013), loyalty is an attitude/feeling of devotion to someone or a group perceived as a duty and a sense of love.
3. Employee Performance, the achievement of work results in terms of both quality and quantity by an employee in carrying out tasks in accordance with the responsibilities assigned to them. Meanwhile, performance is the result obtained due to motivation towards the job and satisfaction with the work they are doing. Each individual may face unexpected challenges in the process of achieving desired needs, and through work experience and growth, a person will progress in their life.

METHODS

This research is a type of qualitative study involving all employees of Universitas Suryadarma, totaling 50 individuals. The sampling technique employed is a saturated sample, ensuring that the sample size corresponds to the population size, which is 50 employees. The data used are sourced from primary data obtained directly through the distribution of questionnaires to the respondents.

Statements in the questionnaire for each variable are measured using an ordinal scale. This scale is designed to gauge the extent to which subjects agree

or disagree with statements on a 5-point scale, with a score of 5 (SS= Strongly Agree), score 4 (S= Agree), score 3 (NS= Neutral), score 2 (D= Disagree), and score 1 (SD= Strongly Disagree).

The collected data will undergo three testing stages. The first stage involves descriptive statistical testing. The second stage includes testing the quality of the data, comprising validity and reliability tests. The third stage involves testing the hypotheses proposed in this research, which will be demonstrated through partial testing (t-test), simultaneous testing, and determination coefficient testing.

RESULT AND DISCUSSION

Population and Sample Description:

The research population consists of all employees of Universitas Suryadarma, totaling 50 individuals. The sampling technique employed is a saturated sample, ensuring the inclusion of the entire population in this study.

Data Source and Collection Method:

The data source used in this research is primary data obtained through the distribution of questionnaires to respondents. The questionnaire is designed using an ordinal scale to measure subjects' responses to the variables under investigation.

Data Analysis:

Data collected through questionnaires will undergo three testing stages. The first stage involves descriptive statistical analysis to provide an overall picture of the data. The second stage includes testing data quality, including validity and reliability tests. The third stage involves testing hypotheses through partial testing (t-test), simultaneous testing, and determination coefficient testing.

Interpretation of the Ordinal Scale:

The ordinal scale used in this research provides subjective values for the statements posed. Scores from 5 (SS= Strongly Agree) to 1 (SD= Strongly Disagree) indicate the extent to which respondents agree or disagree with the given statements.

Hypothesis Testing:

The results of the data analysis will be used to test the hypotheses proposed in this research. Partial testing (ttest), simultaneous testing, and determination coefficient testing will provide further understanding of the relationships between the variables under investigation.

CONCLUSIONS

The research involves the entire staff of Universitas Suryadarma, totaling 50 individuals. The use of a saturated sample technique ensures the participation of the entire population in the study.

Data Source and Collection Method:

The primary data source is derived from questionnaires distributed to respondents. The questionnaire is designed using an ordinal scale to measure responses to the research variables.

Data Analysis:

Data collected through questionnaires are analyzed through three testing stages, including descriptive statistical analysis, data quality tests (validity and reliability), and hypothesis testing.

Interpretation of the Ordinal Scale:

An ordinal scale is employed to measure the extent to which respondents agree or disagree with statements.

Scores on this scale provide a subjective overview from the respondents' perspective.

Hypothesis Testing:

The results of data analysis are utilized to test the hypotheses proposed in this research. Partial tests, simultaneous tests, and determination coefficient tests offer further insights into the relationships between variables.

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