



International Journal of Multidisciplinary Research and Growth Evaluation.

The influence of organizational culture and work environment on the work performance of officials in Kayu Putih Village, Pulogadung district, East Jakarta Administrative city

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Article Info

ISSN (online): 2582-7138

Impact Factor: 5.307 (SJIF)

Volume: 04

Issue: 05

September-October 2023

Received: 04-09-2023;

Accepted: 23-09-2023

Page No: 746-754

Abstract

This research aims to determine and examine the influence of organizational culture and work environment partially and simultaneously on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

The research method uses a survey with a quantitative approach that is correlational with a sampling technique that is saturated sampling, namely a sample research technique when all members of the population are used as samples, another term for saturated samples is all, where all members of the population are used as samples. In this study, the number of samples was 35 respondents. The variables studied are organizational culture (X_1) and work environment (X_2) as independent variables, while employee work performance is the dependent variable (Y).

Based on the results of the research that has been carried out, it can be concluded that from the results of the discussion and research, namely: a) The results of hypothesis testing for organizational culture variables on employee work performance obtained a correlation coefficient value of 0.753. Meanwhile, the coefficient of determination is $r^2 = 0.567$, meaning that 56.7% of apparatus work performance is determined by organizational culture, and the remaining 43.3% is determined by other factors, this means that the H_a hypothesis is accepted, namely that there is a strong and significant positive influence between organizational culture and quality of community services. b) The results of hypothesis testing of work environment variables on apparatus work performance obtained a correlation coefficient of 0.705. Meanwhile, the coefficient of determination is $r^2 = 0.497$, meaning that 49.7% of apparatus work performance is determined by the work environment, and the remaining 50.3% is determined by other factors, this means that the H_a hypothesis is accepted, namely that there is a strong and significant positive influence between the work environment and performance. apparatus work. c) To test the hypothesis of a multiple correlation between organizational culture and work environment variables together on employee work performance, a correlation coefficient value of 0.788 was obtained. Meanwhile, the coefficient of determination is $R^2 = 0.621$, meaning that together, 62.1% of apparatus work performance is determined by organizational culture and work environment, and the remaining 37.9% is determined by other factors, this means that the H_a hypothesis is accepted, namely that there is an influence that strong and significant relationship between organizational culture and work environment together on employee work performance.

DOI: <https://doi.org/10.54660/IJMRGE.2023.4.5.746-754>

Keywords: Organizational Culture, Work Environment, Work Performance

Introduction

Kayu Putih Subdistrict is one of the 65 Subdistricts in the East Jakarta Administrative City area which consists of 17 Rukun Warga (RW) and 182 Rukun Tetangga (RT) including 1 Rukun Tetangga (RT) Pasadena Flat.

The geographical and demographic conditions of Kayu Putih Village are a center for trade, offices, and residential areas. The

population of Kayu Putih Village is always growing dynamically, sometimes decreasing and other times increasing. This is due to the designation of the Kayu Putih sub-district area as being in the city center and close to the Pulogadung area, thus inviting urbanization for new arrivals. Apart from that, there are still many immigrants who use their addresses and Family Cards (KK) even though they no longer live in the Kayu Putih Village area.

The condition of land use in Kayu Putih Village is mostly for housing and there is a green belt or park which is quite large and has various functions for local community activities and improving air conditions. However, in the recent development of land use in the Kayu Putih sub-district area, some of it has been used to expand public infrastructure and economic infrastructure, such as building a new road on Jalan Raya Kayu Putih and building shops and offices.

By the Decree of the Governor of DKI Jakarta Number 1227 of 1989 concerning Refinement of Boundaries and Area Areas as the implementation of the Decree of the Governor of DKI Jakarta Number 1251 of 1986 concerning Splitting, Unifying, Determining Boundaries, Changing Names of Twin/Same Subdistricts and Determining the Area of Subdistrict Areas, then the Subdistrict Kayu Putih has an area of 437.15 Ha.

Geographically, Kayu Putih Village is in the central region of DKI Jakarta Province. To the north, Kayu Putih Village borders Jalan Perintis Independen, Kelapa Gading Village, and North Jakarta Administrative City. To the south, it is bordered by Jalan Kayu Putih Selatan, Jalan H. Ten, Jalan Gedung Timur, Jalan Gedung Barat, Rawamangun Village, Pulogadung District, East Jakarta Administrative City. To the west, it borders Jalan Ahmad Yani, Cempaka Putih Subdistrict, Central Jakarta Administrative City. Meanwhile, the topography of the land surface of this sub-district is flat.

Kayu Putih Subdistrict has an office located in the RT area. 003, RW. 01, with the condition of the building still being of the old standard. That is where the activities of sub-district employees from various elements working with the situation and conditions of organizational culture, work environment, and work performance occur.

The Kayu Putih Subdistrict Office, which covers an area of approximately ± 3000 m², has around 35 employees from various tribes in Indonesia, namely Sundanese, Javanese, Betawi, Palembang, and Batak. They work together and respect each other and in addition to adhering to Governor Regulation Number 147 of 2009 regarding the Village Organizational Structure and directions or instructions regarding excellent service as a guideline for interaction, Eastern people, respect each other and work together well so that it can be seen that some values or norms are formed by themselves and become a guideline in working together.

Meanwhile, because office conditions are still of the old standard and work facilities are inadequate, plus work equipment is less than optimal, such as staff rooms combined with sections that are not spacious enough and the air conditioner (AC) is in a damaged condition and becomes hot, and computers cannot be used at all. Virus interference and not being cared for resulted in several activities being completed slowly, such as monthly reports which were supposed to be deposited on the 10th of every 10th to new sub-districts around the 15th before they were implemented, creating community services or what we know as PMI waiting for their turn to be made, which ultimately resulted in the work performance of the apparatus which should have

been good. not good.

The work performance of the apparatus is an important aspect of efforts to achieve a goal. Achieving optimal goals is the result of good team or individual performance. Among those that influence the work performance of the apparatus include (a) organizational culture, and (b) work environment.

The level of organizational culture and work environment in Kayu Putih Subdistrict, Pulogadung District, East Jakarta Administrative City regarding the work performance of the apparatus, although there has been work performance, there are still a number of problems, namely: (a) the organizational culture is not yet optimal, efforts are being made to support it by serving as a behavioral guideline for members -members to overcome internal resource problems of the organization, are leaders or heads of offices and employees, while the organization's external resources are people outside the organization, they are partners, consultants, companies related to licensing and so on; (b) the work environment is not yet optimal because efforts are still low to support all physical aspects of work, work psychology and work regulations which can influence job satisfaction and achievement of work productivity; (c) based on the two variables above, the work performance of the apparatus in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City has not yet been achieved due to several reasons. Research by Subagja, IK, & Pranoto, W. (2020); Susilo, H., Subagja, IK, & Samosir, PS (2022) research results state that organizational culture and work environment can have an increasing impact on employee performance. Likewise, research by Aditya, HN, Zainal, VR, & Hakim, A. (2023) shows that the work environment provides an increase in performance.

Literature Review

Organizational Culture

Organizational culture can be defined as a system of *values*, beliefs, and assumptions that have long been valid, agreed upon, and followed by members of an organization as a guide to behavior and solving organizational problems, according to Kilmann, quoted by Sutrisno (2010) ^[16], stating that Organizational culture is a set of values or norms that have been in effect for a relatively long time, shared by members of the organization (employees) as norms of behavior in resolving organizational problems.

Ndraha (2005), stated that if a government program experiences obstacles, culture is usually the scapegoat. The values that are mutant to the program have not been entrenched. Wirawan (2008) ^[18], defines organizational culture as changes in norms, assumed values, and organizational philosophy or changes in the interpretation of the four essences of organizational culture which are then applied to changes in the mindset and behavior of organizational members. Norms, assumptions, and organizational philosophy are the core of organizational culture, so changes in organizational culture must touch changes to the core of this organizational culture.

Culture is generally defined as the customs, procedures, and values that live in a particular group. Notowidagdo (2006) ^[8], states that culture is a configuration of learned behavior and the results of behavior, the elements of which are supported and continued by members of a particular society. Meanwhile, Lubis and Huseini (2001) ^[2], stated that An organization is a social unit of a group of people, who interact according to a certain pattern so that each member of the

organization has their function and duties, which as a unit has certain goals and has clear boundaries so that it can be separated from its environment.

Work Environment

Many factors influence the formation of a work environment which also influences human abilities as employees in carrying out their duties. According to Sumakmur (2001) the factors referred to include: (1) Physical factors such as workspace, lighting, air temperature, humidity, ventilation, and equipment; (2) Chemical factors such as gas, steam, dust, and so on; (3) Biological factors; (4) Physiological factors such as construction, office contents, and work methods; (5) Mental, physiological, social and economic factors such as work atmosphere, relationships between workers, salary/wages, opportunities to earn income.

Meanwhile, Sedarmayanti (2009) ^[11], stated that work environment factors consist of lighting, air temperature in the workplace, comfort, humidity, air circulation, noise, smell, decoration color, music, and security. Likewise, appropriate decoration in the workspace is very helpful in creating enthusiasm for work. Decoration is not only in the form of color but also in the layout of work equipment and room cleanliness. No less important in creating a good work environment is music which can make people work without feeling tired, because humans like and can enjoy beautiful art. In one of the earliest studies regarding the relationship between organizations and the environment, Burns and Stalkes, quoted by Steers in Jamin (2000), stated that the environment is the level of technological and market change related to the environment about management behavior, namely working conditions, work facilities, work equipment, work atmosphere, cooperation.

Nitisemito (2001) ^[7], states that the environment is everything that is outside the object of discussion, so it can be said that the environment of an organization/institution is everything that is outside the organization/institution. Thus, what is called the work environment is everything that is around the worker and that can influence him in carrying out the assigned tasks.

According to Robbins (2000) ^[10], every individual has the genetic ability to adapt to the environment and has certain behavioral patterns to overcome environmental problems. This opinion can be said to be true because humans can work in any condition if circumstances force them, but the problem is that working in a good environment will have different results from working in a bad environment. In these conditions, the results of work do not just work but must bring meaning to the organization.

Work Performance

The term work performance comes from the words Actual Performance (work performance or actual achievements achieved by someone). Mangkunegara (2004) ^[4], stated that the definition of work performance is the quality and quantity of work results achieved by an employee in carrying out his duties following the responsibilities given to him.

The meaning of work performance varies. Before discussing the meaning of job performance, it is necessary to first differentiate between the meanings of job performance proficiency merit and work productivity, because these definitions have almost the same meaning. If you do not differentiate between one meaning and another, it will result in overlap in their use.

Meanwhile, Bernardin and Rusel, quoted by Sutrisno (2009), define achievement as a record of the results obtained from certain job functions or certain activities over a certain period.

Bacal, quoted by Makmur (2008), stated that work performance is a continuous communication process and is carried out in partnership between an employee and his direct supervisor. This process includes activities to build clear expectations and an understanding of the work to be carried out. This is a system that has some parts all of which must be included.

Ndraha (2003) ^[6] suggests that job performance is translated into work performance (work results), if work is defined as the process of converting energy (raw materials) into value, work performance cannot be the product, but rather the entire management cycle process.

Furthermore, Byars and Rue were quoted by Sutrisno (2009), meaning that Achievement is the level of a person's skill in the tasks that include his or her job. This definition shows the weight of an individual's ability to fulfill the provisions in his or her job, while work performance is the result of a person's efforts which are determined by the ability of his or her characteristics and perception of his or her role. in that job. Furthermore, McCormick and Tiffan quoted by Sutrisno (2009) stated that work performance is the result of a combination of individual variables and physical and work variables as well as organizational and social variables.

Makmur (2008), states that work performance reflects a management process that takes place continuously between leaders and staff members so that bad work results can be avoided, so two-way communication is needed. To measure the behavior itself or the extent to which individuals behave by what is expected by the organization or agency. According to Sutrisno (2009), work performance is generally associated with achieving results from predetermined work standards.

Research Methods

Research Design

Using a survey research method with a quantitative approach, which is correlational, to see how much influence the independent variable has on the dependent variable, namely the variables of leadership style, employee empowerment, and employee performance. The research was conducted with a group of individuals, these were employees at the West Jakarta City Administration Parks Department. This research method was chosen mainly because of the limited time, costs, and energy that researchers have. With this problem, researchers hope to be able to examine specific aspects of a social situation in depth, in this case, aspects of the influence of leadership style and employee empowerment on employee performance. The disadvantage of this research method is that because it studies specific aspects, the possibility of achieving generalizations is very limited.

Population and Sample

In general, the population is meant as a generalized area consisting of objects/subjects that have certain qualities and characteristics, Sugiyono (2009). The population in this study were employees at the West Jakarta City Administration Parks Department which has a total of 28 employees.

In this research (Sugiyono, 2009), the sampling technique used is the census technique or saturated sampling, which is a sample research technique in which all members of the population are used as samples, this is often done when the

population is relatively small, another term for saturated sample or census is all members of the population are sampled. From Sugiyono's (2009) opinion, the number of samples in the research was 28 people.

Data Processing Techniques

In data processing to provide an explanation or description of the problem being discussed, the data that has been collected from respondents in the form of questionnaire answers will be processed through several stages of data processing, including Editing, Scoring, and Data Tabulation.

Analysis Method

Sugiyono (2009), testing the validity of data in the United States, often only emphasizes validity and reliability tests. In quantitative analysis, the main criteria for data results are valid, reliable, and objective. Validity is the degree of accuracy between data that occurs on an object and data that can be reported. Thus, valid data is data that does not differ between the data reported by the data and the data that occurs on the object. The data analysis technique used in this research is statistical inference analysis.

Results and Discussion

1. The influence of organizational culture (X₁) on apparatus work performance (Y)

To test this hypothesis, use Product Moment analysis. The Product Moment correlation analysis formula is:

$$r_{x_1y} = \frac{\sum x_1y}{\sqrt{(\sum x_1^2)(\sum y^2)}}$$

Next, to calculate the value r_{x_1y} , namely between organizational culture and the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

$$r_{x_1y} = \frac{\sum x_1y}{\sqrt{(\sum x_1^2)(\sum y^2)}}$$

$$r_{x_1y} = \frac{4,5271}{\sqrt{(5,8572)(6,1714)}}$$

$$r_{x_1y} = \frac{4,5271}{\sqrt{36,1476}}$$

$$r_{x_1y} = \frac{4,5271}{6,0123}$$

$$r_{x_1y} = 0,753$$

Based on the results of these calculations, the correlation coefficient found is $r_{x_1y} = 0.753$. This shows that organizational culture has a positive and strong influence on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

Meanwhile, to determine the contribution of organizational culture to employee work performance, it can be calculated using the coefficient of determination (r^2) using the following formula:

$$\begin{aligned} Kd &= r^2 \times 100 \% \\ &= (0.753)^2 \times 100\% \\ &= 0.567 \times 100\% \\ &= 56.7\% \end{aligned}$$

Based on these calculations, this means that organizational culture has a 56.7% influence on the work performance of the apparatus while the remaining 43.3% influences other factors. Apart from organizational culture, other factors influence employee work performance, such as employee work ethic. Furthermore, to find out whether the influence of organizational culture on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City is significant or not, it is necessary to test its significance using the t formula, which is as follows:

$$t = \frac{r \sqrt{n - 2}}{\sqrt{1 - r^2}}$$

$$t = \frac{0,753 \sqrt{35 - 2}}{\sqrt{1 - (0,753)^2}}$$

$$t = \frac{4,3255}{0,6580}$$

$$t = 6,573$$

A calculated t value of = 6.573 is obtained, then this value is compared with the t table value for an error of 5%, using a two-part test where $dk = nk; 35 - 2 = 33$, and the t table value obtained is = 2.042 so that it can be concluded that there is a positive and significant influence between organizational culture on the work performance of "acceptable" officials. So the conclusion is that the calculated t falls in the ha area, namely the hypothesis is accepted where the correlation coefficient between organizational culture and employee work performance of 0.753 is strong positive, and significant, meaning that the coefficient can be applied to the entire population.

2. The influence of work environment (X₂) on apparatus work performance (Y)

To test the hypothesis between the work environment and employee work performance using *product moment analysis*. The *product-moment* correlation analysis formula (Sugiyono, 2009) is as follows:

$$r_{x_2y} = \frac{\sum x_2y}{\sqrt{(\sum x_2^2)(\sum y^2)}}$$

To calculate the price r_{x_2y} , namely the work environment on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

$$r_{x_2y} = \frac{\sum x_2y}{\sqrt{(\sum x_2^2)(\sum y^2)}}$$

$$r_{x_2y} = \frac{3,9074}{\sqrt{(4,9755)(6,1714)}}$$

$$r_{x_2y} = \frac{3,9074}{\sqrt{30,7057}}$$

$$r_{x_2y} = \frac{3,9074}{5,5413}$$

$$r_{x_2y} = 0,705$$

Based on the results of these calculations, the correlation coefficient found is $r_{x_2y} = 0.705$. After this value is consulted with the previous interpretation guideline table, it can be seen that the correlation coefficient is included in the strongly positive category. This shows that the work environment has a strong positive influence on the employee's work performance. Meanwhile, to determine the contribution of the work environment to the work performance of the apparatus, it can be calculated using the coefficient of determination (r^2) using the following formula:

$$\begin{aligned} Kd &= r^2 \times 100\% \\ &= (0.705)^2 \times 100\% \\ &= 0.497 \times 100\% \\ &= 49.7\% \end{aligned}$$

Based on these calculations, this means that the work environment has a 49.7% influence on the work performance of the apparatus while the remaining 50.3% influences other factors. Apart from the work environment, other factors influence the work performance of the apparatus, such as the employee's work environment. Next, to find out whether the influence of the work environment on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City is significant or not, it is necessary to test its significance using the t formula, which is as follows:

$$t = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,705 \sqrt{35-2}}{\sqrt{1-(0,705)^2}}$$

$$t = \frac{4,0507}{0,7091}$$

$$t = 5,713$$

Calculated t value = 5.713, then compared with the t table

value for the 5% error of the two-party test and $dk = nk; 35 - 2 = 33$, and obtained t table = 2.042, so it can be concluded that there is a positive and significant influence between the work environment on the work performance of "acceptable" personnel. So the conclusion is that the calculated t falls in the ha area, namely the hypothesis is accepted where the correlation coefficient between the work environment and the employee's work performance of 0.705 is strong positive, and significant, meaning that the coefficient can be applied to the entire population.

3. The influence of organizational culture (X₁) and work environment (X₂) together on employee work performance (Y)

Testing the hypothesis of a double correlation between organizational culture (X₁) and work environment (X₂) together on employee work performance (Y), then first calculate the correlation between organizational culture (X₁) and work environment (X₂) with the following formula:

$$r_{x_1x_2} = \frac{\sum x_1x_2}{\sqrt{(\sum x_1^2)(\sum x_2^2)}}$$

$$r_{x_1x_2} = \frac{3,8990}{\sqrt{(5,8572)(4,9755)}}$$

$$r_{x_1x_2} = \frac{3,8990}{\sqrt{29,1425}}$$

$$r_{x_1x_2} = \frac{3,8990}{5,3984}$$

$$r_{x_1x_2} = 0,722$$

Furthermore, to test the double correlation between organizational culture (X₁) and work environment (X₂) together on the work performance of apparatus (Y) in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City, it can be calculated using the following formula (Sugiyono, 2009):

$$R_{x_1x_2y} = \sqrt{\frac{r_{x_1y}^2 + r_{x_2y}^2 - 2r_{x_1y} \cdot r_{x_2y} \cdot r_{x_1x_2}}{1 - r_{x_1x_2}^2}}$$

$$R_{x_1x_2y} = \sqrt{\frac{(0,753)^2 + (0,705)^2 - 2 \cdot (0,753) \cdot (0,705) \cdot (0,722)}{1 - (0,722)^2}}$$

$$R_{x_1x_2y} = \sqrt{\frac{(0,567) + (0,497) - 0,7670}{1 - 0,522}}$$

$$R_{x_1x_2y} = \sqrt{\frac{1,0642 - 0,7670}{0,4873}}$$

$$R_{X_1 X_2 Y} = \sqrt{\frac{0,2972}{0,4873}}$$

$$R_{X_1 X_2 Y} = \sqrt{0,621}$$

$$R_{X_1 X_2 Y} = 0,788$$

Based on the results of these calculations, the multiple correlation coefficient found is $R_{X_1 X_2 Y} = 0.788$. After consulting the previous interpretation guideline table for this value, it was discovered that the multiple correlation coefficient was included in the strong category. This shows that organizational culture and the work environment together have a strong positive influence on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City. This influence applies to the entire population.

To predict the magnitude of the influence of organizational culture and the work environment together on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City, this is done by calculating the coefficient of determination, namely using the formula for squaring the correlation coefficient value (R²) as follows :

$$\begin{aligned} Kd &= R^2 \times 100 \% \\ &= (0,788)^2 \times 100\% \\ &= 0,621 \times 100\% \\ &= 62,1\% \end{aligned}$$

This means that organizational culture and the work environment have a joint influence of 62.1% on the work performance of the apparatus, then the remaining 37.9% influence other factors. Apart from organizational culture and work environment, other factors influence employee work performance, such as employee work productivity. Next, to test the significance of the double correlation between organizational culture and the work environment together on the work performance of the apparatus, a test was carried out by determining the calculated F value with the table F value using the following formula (Sugiyono, 2009):

$$F_{hit} = \frac{R^2/k}{(1 - R^2)/(n - k - 1)}$$

$$F = \frac{(0,788)^2 / 2}{(1 - 0,788^2) / (35 - 2 - 1)}$$

$$F = \frac{0,3107}{(0,379) / 32}$$

$$F = \frac{0,3107}{0,0118}$$

$$F = 26,257$$

consulted with the F table, for dk numerator = 2 and dk denominator = (35-2-1) = 32, the F table value obtained at the specified error level is 5% = 3.30. In this case, the provisions apply if the calculated F is greater than the F table then the multiple correlation coefficient tested is significant, that is, it can apply to the entire population. From the calculation above, it turns out that F count > F table (26.257 > 3.30), it can be stated that there is a strong and significant positive influence between organizational culture and the work environment together on the work performance of apparatus in Kayu Putih Village, Pulogadung City District. East Jakarta administration is accepted or proven, meaning that if the organizational culture is high and the work environment is good, then the work performance of the apparatus will also increase.

Multiple Regression Analysis

Multiple regression analysis is used to predict how much change the independent variables (organizational culture and work environment) will have on the dependent variable (apparatus work performance) in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City. This multiple regression analysis states the equation:

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

With the following formula (Sugiyono, 2009):

$$b_1 = \frac{(\sum x_1 y)(\sum x_2^2) - (\sum x_1 x_2)(\sum x_2 y)}{(\sum x_1^2)(\sum x_2^2) - (\sum x_1 x_2)^2}$$

$$b_2 = \frac{(\sum x_2 y)(\sum x_1^2) - (\sum x_1 x_2)(\sum x_1 y)}{(\sum x_1^2)(\sum x_2^2) - (\sum x_1 x_2)^2}$$

$$a = \frac{\sum Y - b_1(\sum X_1) - b_2(\sum X_2)}{n}$$

$\sum X_1$	=	141,000	$\sum X_1^2 = 573,886$	$\sum X_1.Y = 582,509$
$\sum X_2$	=	143,412	$\sum X_2^2 = 592,602$	$\sum X_2.Y = 591,775$
$\sum Y$	=	143,471	$\sum Y^2 = 594,280$	$\sum X_1.X_2 = 581,644$
$\sum x_1^2$	=	$\sum X_1^2 - (\sum X_1)^2/n$		

$$= 573,886 - \frac{(141,000)^2}{35}$$

$$= 573,886 - \frac{19881,000}{35}$$

$$= 573,886 - 568,028$$

$$= 5,857$$

$$\sum x_2^2 = \sum X_2^2 - (\sum X_2)^2/n$$

$$= 592,602 - \frac{(143,412)^2}{35}$$

So the calculated F value is 26.257. This value is then

$$\begin{aligned}
 &= 592,602 - \frac{20566,934}{35} \\
 &= 592,602 - 587,626 \\
 &= 4,975 \\
 \Sigma y^2 &= \Sigma Y^2 - (\Sigma Y)^2/n \\
 &= 594,280 - \frac{(143,471)^2}{35} \\
 &= 594,280 - \frac{20583,810}{35} \\
 &= 594,280 - 588,108 \\
 &= 6,171 \\
 \Sigma x_1 \cdot x_2 &= \Sigma X_1 \cdot X_2 - (\Sigma X_1) \cdot (\Sigma X_2)/n \\
 &= 581,644 - \frac{(141,000)(143,412)}{35} \\
 &= 581,644 - \frac{20221,059}{35} \\
 &= 581,644 - 577,744 \\
 &= 3,899 \\
 \Sigma x_1 \cdot y &= \Sigma X_1 \cdot Y - \frac{(\Sigma X_1) \cdot (\Sigma Y)}{n} \\
 &= 582,509 - \frac{(144,000)(143,471)}{35} \\
 &= 582,509 - \frac{20229,353}{35} \\
 &= 582,509 - 577,981 \\
 &= 4,527 \\
 \Sigma x_2 \cdot y &= \Sigma X_2 \cdot Y - \frac{(\Sigma X_2) \cdot (\Sigma Y)}{n} \\
 &= 591,775 - \frac{(143,412)(143,471)}{35} \\
 &= 591,775 - \frac{20575,370}{35} \\
 &= 591,775 - 587,867 \\
 &= 3,907
 \end{aligned}$$

$$\begin{aligned}
 b_1 &= \frac{(\Sigma x_1 y)(\Sigma x_2^2) - (\Sigma x_1 x_2)(\Sigma x_2 y)}{(\Sigma x_1^2)(\Sigma x_2^2) - (\Sigma x_1 x_2)^2} \\
 &= \frac{(4,527) \cdot (4,975) - (3,899) \cdot (3,907)}{(5,857) \cdot (4,975) - (3,899)^2} \\
 &= \frac{22,5242 - 15,2351}{29,1420 - 15,2027} \\
 &= \frac{7,2892}{13,9393} \\
 &= 0,523 \\
 b_2 &= \frac{(\Sigma x_2 y)(\Sigma x_1^2) - (\Sigma x_1 x_2)(\Sigma x_1 y)}{(\Sigma x_1^2)(\Sigma x_2^2) - (\Sigma x_1 x_2)^2} \\
 &= \frac{(3,907) \cdot (5,857) - (3,899) \cdot (4,527)}{(5,857) \cdot (4,975) - (3,899)^2} \\
 &= \frac{22,8864 - 17,6516}{29,1420 - 15,2027} \\
 &= \frac{5,2348}{13,9393} \\
 &= 0,376 \\
 a &= \frac{\Sigma Y - b_1(\Sigma X_1) - b_2(\Sigma X_2)}{n} \\
 &= \frac{143,471 - 0,523(141,000) - 0,376(143,412)}{35} \\
 &= \frac{143,471 - 73,7320 - 53,8570}{35} \\
 &= \frac{15,8816}{35} \\
 &= 0,454
 \end{aligned}$$

Based on The results of these calculations are obtained:

a = 0.454
b₁ = 0.523
b₂ = 0.376

From the constant values a and regression coefficients b₁ and b₂ above, a regression equation can then be created, namely:

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

$$\hat{Y} = 0.454 + 0.523 X_1 + 0.376 X_2$$

The regression equation for organizational culture and work environment together on employee work performance is $\hat{Y} = 0.454 + 0.523 X_1 + 0.376 X_2$.

This means that the ups and downs in employee work performance due to organizational culture and work environment can be predicted through the regression equation.

Based on the data, the highest organizational culture and work environment score is 85 (5 x 17). 5 is the highest score for each answer, and 17 is the number of question items. Therefore, the work performance of the apparatus is:

$$\hat{Y} = 0.454 + 0.523 + 0.376 \cdot 85$$

$$= 0.454 + 76.369$$

$$= 76.823$$

It turns out that if the organizational culture and work environment are improved to (85), then the employee's work performance increases from 0.454 to 76.823. This means that the better the level of organizational culture and the higher the work environment, the greater the work performance of the apparatus in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

Discussion

Based on the proposed hypothesis of the influence of organizational culture and work environment on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City, it is necessary to discuss the existence of each variable.

Based on the research results, the organizational culture variable has a positive and significant influence with a correlation coefficient value of 0.753, while the coefficient of determination (r^2) is 0.567, meaning that the organizational culture variable contributes 56.7% in explaining the employee performance variable.

As for the work environment variable (X_2), it has a positive and significant influence on the work performance of the apparatus, namely with a correlation coefficient value of 0.705, while the coefficient of determination (r^2) is 0.497, meaning that the work environment variable contributes 49.7% in explain the work performance of the apparatus.

The results of the simultaneous analysis, show that organizational culture and the work environment have a positive and significant effect on the work performance of the apparatus. This level of organizational culture directly influences the work performance of the apparatus, it has been proven significantly from partial and simultaneous research results, it is known that the work performance of the apparatus in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City can be determined by organizational culture and work environment factors, namely It can be seen that the resulting influence contribution (R^2) is 62.1%, and the remaining 37.9% is determined by other factors outside this research model.

Based on the above, namely organizational culture and work environment variables on employee work performance, it shows that the magnitude of the influence of these variables quantitatively can be explained as follows:

a. The influence of variable resolve problems of symbol

organization and perspective.

- b. The influence of the variable certain patterns of behavior to overcome environmental problems.
- c. The influence of variables X_1 (organizational culture) and carry-out work activities. Information about the high and low levels of an employee's work performance cannot be obtained just like that but is obtained through a long process, namely the work performance assessment process which employees call performance appraisal, initiative as well as the employee's mental dexterity and attitude.

Identifying the organizational culture and work environment will have an impact on apparatus work performance. Based on the thinking above, the hypothesis states that organizational culture and the work environment have a strong influence on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City, can be accepted The magnitude of the influence of the two independent variables on the dependent variable also shows the reality of how to implement and improve optimal work performance of the apparatus. This reality has been answered by the existence of a good organizational culture and work environment.

In practical terms, the two variables work together, meaning that in the process organizational culture and work environment can be variables or factors that determine whether an employee's work performance is high or low. If the organizational culture is high and the work environment is good, then the work performance of the apparatus will automatically increase.

In this discussion it is concluded that the two independent variables above show a very significant influence, meaning that without a good organizational culture and work environment, the work performance of the apparatus in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City cannot be improved or implemented optimally.

Interpretation

This research has succeeded in testing the analyzed hypothesis while analyzing and interpreting the influence of organizational culture and work environment on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City using simple correlation coefficients and multiple correlation coefficients as well as using multiple linear regression equations.

However, it is realized that this research is limited to two independent variables, namely organizational culture and work environment variables on the dependent variable, namely the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City. So it does not rule out the possibility of conducting further research. This is because there are still many limitations in this research activity, such as limited time and energy in conducting research.

Conclusion

Based on the results of the research, which was carried out to test the hypothesis and answers to the proposed problem formulation, the conclusions are as follows:

Based on the results of the hypothesis test of organizational culture variables on the work performance of apparatus in Kayu Putih Village, Pulogadung District, East Jakarta

Administrative City, it turns out that it has a strong and significant positive influence with a correlation coefficient of 0.753 and a coefficient of determination (r^2) of 0.567 or 56.7%. This means that a high level of employee organizational culture can significantly improve the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

Based on the results of the hypothesis test of work environment variables on the work performance of apparatus in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City, it turns out that it has a strong and significant positive influence with a correlation coefficient of 0.705 and a coefficient of determination (r^2) of 0.497 or 49.7%. This means that a good level of work environment can significantly improve the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

To test the hypothesis of a double correlation between organizational culture and work environment variables together on the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City, it turns out that they have a strong and significant positive influence with a correlation coefficient of 0.788 and a coefficient of determination (r^2) amounting to 0.621 or 62.1%, this means that a good level of organizational culture and a high working environment together can significantly improve the work performance of officials in Kayu Putih Village, Pulogadung District, East Jakarta Administrative City.

Suggestion

Based on the research results and discussion in the conclusion above, suggestions that can be followed up are as follows:

It is recommended that organizational culture be created and developed by individuals who work in the organization and accepted as values that must be maintained and passed on to every new member so that it can be used as a guide for every employee while they are in the organizational environment, and can be considered as a characteristic that differentiates an organization from other organizations.

It is recommended that the work environment be improved with a comfortable work environment, lighting/light, air temperature in the workplace, humidity, air circulation, noise, smells, decoration colors, music, and security so that it is very helpful to create enthusiasm for work and can make employees work without feeling uncomfortable. tired.

It is recommended that employee work performance needs be increased according to a person's level of proficiency in the tasks that include their work so that they can fulfill individual abilities within the provisions of their work.

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