

The Influence of Organizational Culture, Work Environment, Workload and Discipline on Teacher Performance

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ABSTRAK

Penelitian ini dilakukan untuk menguji Pengaruh Budaya Organisasi, Lingkungan Kerja, Beban Kerja dan Disiplin Terhadap Kinerja Guru SMA Swasta X di Gresik. Untuk memenuhi hal tersebut dilakukan kajian literatur dan disposisi hipotesis, serta pengolahan data dari kuesioner yang dibagikan kepada 55 orang guru. Pemeriksaan dilakukan dengan menggunakan Total Sampling. Pengujiannya dengan menggunakan analisis regresi linier berganda. Hasil analisis menunjukkan bahwa Budaya Organisasi berpengaruh langsung terhadap kinerja guru, Lingkungan Kerja tidak berpengaruh terhadap kinerja guru, Beban Kerja berpengaruh langsung terhadap kinerja guru, Disiplin berpengaruh langsung terhadap kinerja guru.

Kata Kunci: Budaya Organisasi, Lingkungan Kerja, Beban Kerja, Kedisiplinan, Kinerja Guru

ABSTRACT

This research was conducted to examine the influence of organizational culture, work environment, workload and discipline on the performance of teachers at Private High School X in Gresik. To fulfill this, a literature review and hypothesis disposition was carried out, as well as data processing from questionnaires distributed to 55 teachers. The examination was carried out using Total Sampling. The test uses multiple linear regression analysis. The results of the analysis show that Organizational Culture has a direct effect on teacher performance, Work Environment has no effect on teacher performance, Workload has a direct effect on teacher performance, Discipline has a direct effect on teacher performance.

Key words: organizational culture, work environment, workload, discipline, teacher performance

INTRODUCTION

Education is the most important factor in human life. The development of human education will influence the socio-cultural dynamics of society. In line with that, education will continue to develop in accordance with cultural developments. Thus, it is clear that education is something that is very important and absolute for humanity. Therefore education is not just a transfer of knowledge (transfer of knowledge). Education aims to create individuals who have positive attitudes and personalities. Teachers must

always develop themselves and utilize the resources they have in order to provide the best service to students. Teachers who have the desire to improve performance need to have characteristics, including: achievement oriented, self-confident, self-controlled and competent.

Teacher performance is a teacher's ability to carry out the learning process in the classroom in accordance with the objectives set by Sumarno (2009: 20). This capability covers several aspects, including: planning teaching

and learning programs, implementing the teaching and learning process, creating and maintaining optimal classes, controlling optimal learning conditions, and assessing learning outcomes. Performance is certainly a very important factor in determining the quality of a person's work, including a teacher. Teacher performance is a teacher's ability to carry out the learning process in the classroom in accordance with the objectives set by Sumarno (2012:20).

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LITERATURE REVIEW

Siagian (2002: 27) organizational culture is a mutual agreement about the values that are shared in organizational life and binds everyone in the organization concerned. Organizational culture is a shared perception among all members of the organization about the true meaning of life together (Siagian, 2002: 187). Robbins (2002:279) defines organizational culture(organization culture) as a system of shared meaning held by members that differentiates an organization from other organizations. Furthermore, Robbins (2002:279) states that a shared meaning system is formed by its citizens which also differentiates it from other organizations. Indicators of organizational culture according to Victor Tan in Wibowo (2006:349) are as follows:

1. Individual initiative
2. Tolerance for risk
3. Supervision
4. Management support
5. Communication patterns

Work environment

Nitisemito, by research by Nasution and Rodiah in (Management Journal, 2008:58) is everything that is around the worker and that can influence him in carrying out the assigned tasks. The work environment includes coloring, cleanliness, air exchange, lighting, music, security and noise (Nitisemito, 1992: 184). As for indicators work environment is:

1. Description
2. Noise
3. Necessary maneuvering space
4. Employee relations

Work load

Workload is the average activity frequency of each job within a certain period of time. Workload includes physical and mental workload. As a result of a workload that is too heavy or physical abilities that are too weak, it can result in an employee suffering from work-related disorders or illnesses (Irwandy, 2007).

As for indicators workload is:

1. Targets to be achieved
2. Working Conditions
3. Job Standards

Discipline

Discipline comes from the root word disciple which means learning. Discipline is a direction to train and shape someone to do something better. Discipline is a process that can foster a person's feeling of maintaining and improving organizational goals objectively, through compliance with regulations organization.

The definition according to research experts is the result of searches in existing books: According to Simamora (2007:476) Discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. According to Siagian (2009: 305) Discipline is a management action to encourage organizational members to fulfill the demands of various provisions. With the definition above, it can be concluded that discipline is essentially a limitation of employee freedom.

Performance

Performance according to Rivai (2009; 14) states that performance is the result or overall level of success of a person during a certain period in carrying out tasks compared to various possibilities, such as standard work results, targets or goals or criteria that have been determined in advance and have been mutually agreed upon. .

According to Chishty (2010:12), employee performance is of the opinion that to measure whether employees perform well at their jobs, employee measurements can vary based on the nature of the job, type of organization and organizational sector. In general, performance indicators are measured from:

1. Punctuality
2. Job description
3. Quantity
4. Quality

METHOD

The research that will be carried out is quantitative research, namely systematic scientific research on parts and phenomena and their relationships. According to Sugiyono (2008:78) quantitative measurement is the definition, measurement of quantitative data and objective statistics through scientific calculations derived from samples of people or residents who are asked to answer a number of questions about a survey to determine the frequency and percentage of their responses..

The population in a study is a collection of individuals or objects that share common characteristics. Arikunto (2010; 173) explains that "the population is the entire research subject." So, from the experts' explanations, the author determined the population in this study to be teachers at Private High School X in Gresik, totaling 55 teachers.

In this research, the types and sources of data used by researchers are primary and secondary data, collected using the questionnaire method. Before being used in further analysis, the instrument in this research was first tested for the validity and reliability of the instrument

using SPSS (Social Product of Social Science). Likewise, the classic assumption test was carried out to avoid bias.

Data Analysis Techniques using Regression analysis is basically the study of the dependence of a dependent variable on one or more independent variables with the aim of predicting the average value of the dependent variable based on the known values of the independent variables. Ghazali (2009:43).

To test a hypothesis put forward by the researcher, a statistical t test was carried out.

RESULTS

Validity Test

The validity test is used to test the extent to which the accuracy of the measuring instrument can reveal the concept/symptom being measured. Validity Test is used to measure validity or valid whether or not a questionnaire. A questionnaire is said valid if the questions on the questionnaire are able to reveal something that the questionnaire will measure. How to measure validity by conducting correlation between question item scores with a total variable score. If the count $> t$ table and the value is positive, then the question or indicator is stated valid (Sugiyono, 2008;172).

Reliability Test

Reliability test (reliability) is a value that shows the extent of a tool/gauge trustworthy and reliable (consistent). In this reliability test, an item or variable is said to be reliable if $r_{\alpha} > r_{\text{table}}$ (Santoso, 2009;280). The results show that the independent variable and dependent variable have a positive r_{α} value than and greater than the r_{table} , where the r_{table} for $df = N = 55$ at a significance level of 5% is 0.2656. So all question items are considered reliable or reliable in carrying out their function as measuring tools.

Classic Assumption Test

The test results show that there is no autocorrelation, noneMulticollinearity, and

heteroscedasticity does not occur, so that in this test it can be concluded that there is no bias in the regression analysis

Multiple Linear Regression Analysis

This analysis was used to determine whether the variables of organizational culture, work environment, workload and discipline had an effect on teacher performance at SMA Private X in Gresik. Testing is carried out with assistance SPSS the following results were obtained:

1. Adjusted R square of 0.850 can be said that the teacher performance value (Y) is 85% caused by organizational culture variables (X1), work environment (X2), workload (X3), discipline (X4), while the remaining 15% is caused by factors others that are not in this model.
2. R square of 0.861 can be said that the variables organizational culture (X1), work environment (X2), workload (X3), discipline (X4) are able to explain the value of teacher performance (Y) by 86.1% while the remaining 13.9% is due to by other factors that are not in this model.
3. R² of 0.928 can be said that the variables organizational culture (X1), work environment (X2), workload (X3), discipline (X4) are able to explain the teacher performance value (Y) of 92.8% while the remaining 7.2% is caused by other factors that are not in this model.

Hypothesis testing

Hypothesis testing is carried out to find out whether exogenous variables have an effect on the endogenous variables used in the research. The hypothesis test used is the t test.

The t test is used to see the partial influence (each) of exogenous variables on endogenous variables. Based on the calculation results, value t count amounting to 4,542 market table is 2.008, then Ho is rejected and Ha is accepted. It can be concluded that organizational culture influences employee performance.

To see the partial influence of the work environment on employee performance, researchers used stages in the form of establishing a hypothesis, processing quantitative data with SPSS, and comparing the calculated t value with the t table. Data processing using SPSS, obtained a calculated t value of -437 and a t table value with a significance level of 5% (two sides) of 2.008. It can be concluded that the environment has no effect on employee performance.

To see the partial influence of workload on employee performance, researchers used stages in the form of establishing a hypothesis, processing quantitative data with SPSS, and comparing the calculated t value with the t table. Data processing using SPSS, obtained a calculated t value of 2.640 and a t table value with a significance level of 5% (two sides) of 2.008. Based on the calculation results, value t count amounting to 2,640 t table is 2.008, then Ho is rejected and Ha is accepted. It can be concluded that workload influences employee performance.

To see the partial influence of discipline on employee performance, researchers used stages in the form of establishing a hypothesis, processing quantitative data with SPSS, and comparing the calculated t value with the t table. Data processing using SPSS, obtained a calculated t value of 7.412 and a t table value with a significance level of 5% (two sides) of 2.008. Based on the results of these calculations, Ho is rejected and Ha is accepted. It can be concluded that discipline influences employee performance.

Discussion

Based on the research and analysis that the researcher carried out using the SPSS application, the researcher can interpret the results as follows:

1. Organizational Culture Influences Employee Performance

The research results show that the calculated t/t research value is $4.542 >$ the t table value is 2.008, so that Ho is rejected

and H_a is accepted, or organizational culture is proven to have a significant influence on the performance of teachers at Private High School X in Gresik.

According to Robbins (2009:56) define organizational culture (organization culture) as a system of shared meaning held by members that differentiates an organization from other organizations. Furthermore, Robbins (2002:279) states that a shared meaning system is formed by its citizens which also differentiates it from other organizations.

2. The work environment has no effect on employee performance

The results of the research show that the calculated t/t research value is $-0.437 < t$ table value of 2.008, so that H_0 is accepted and H_a is rejected, or the work environment is proven to have no effect on the performance of teachers at Private High School the work environment is improved or repaired will not affect teacher performance because teachers have employee work targets that must be adhered to by every teacher.

3. Workload Influences Employee Performance

The results of the research show that the calculated t/t research value is $2.640 > t$ table value is 2.008, so that H_0 is rejected and H_a is accepted, or workload is proven to have a significant effect on the performance of teachers at Private High School X in Gresik

According to Irwan's opinion that state bWork load is the average activity frequency of each job in a certain period of time. Workload includes burden physical and mental work. As a result of a workload that is too heavy or physical abilities that are too weak, it can result in an employee suffering from work-related disorders or illnesses (Irwandy, 2007)

4. Discipline Influences Employee Performance

The results of the research show that the calculated t/t research value is $7.412 > t$ table value is 2.008, so that H_0 is rejected and H_a is accepted, or discipline is proven to have a significant effect on the performance of teachers at Private High School X in Gresik

In accordance with the opinion of Siagian (2009: 305) Discipline is action management to encourage members of the organization to fulfill the demands of these various provisions. With the definition above, it can be concluded that discipline is essentially a limitation of employee freedom. Discipline in a company can be enforced if most of its regulations are obeyed part large number of employees or employees, in practice to ensure that all regulations are obeyed by each employee. By Because In practice, if a company is able to ensure that most of its regulations are adhered to by the majority of its employees, then discipline can actually be enforced.

5. Simultaneous Influence of Organizational Culture, Work Environment, Workload and Discipline on Employee Performance

The results of simultaneous hypothesis testing via the F test, the calculated F value is $15.575 > F$ table 2.525 at the 5% significance level, stating that the Culture variable Organization, Work Environment, Workload and Discipline were simultaneously proven to have a significant influence on the performance of teachers at Private High School X in Gresik.

According to opinion Siagian (2002:124) states that performance is influenced by several factors, namely compensation, work environment, culture organization, leadership, motivation, work discipline, job satisfaction, workload, communication and other factors.

CONCLUSSION

After testing the entire hypothesis proposed in this research, the conclusion is that Organizational culture has a significant effect on performance, work environment does not have a significant effect on teacher performance, workload has a significant effect on performance teacher, Discipline has a significant effect on teacher performance and b Organizational culture, work environment, workload, discipline simultaneously influence teacher performance in X private high school in Gresik. Based on the research results and calculation results obtained, it can be recommended. The principal must further improve time discipline, discipline regarding regulations, rules and discipline regarding the use and maintenance of office equipment for teachers in order to improve teacher performance. It is hoped that the results of this research can be used as a reference or support for further research that will take the same theme. The researcher recommends adding other variables that can influence performance and using different approaches and analyzes to find out the differences between one analysis and another.

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