

Influence Work Discipline and Culture Organization and Motivation Towards Employee Performance Employee In Service Unit Region 2 PDAM In City Samarinda

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ABSTRACT: *This research aims to analyze and explain the influence work discipline and culture organization as well as motivation for employee performance and employee job satisfaction at service unit offices area 2 pdam in city Samarinda. The population in this study were all service unit office employees area 2 pdam in city Samarinda. The sample selection technique uses saturated samples as the sample selection technique with a total of 57 people. Data collection techniques use questionnaires. The analysis was carried out using Partial Least Square (PLS) with the SmartPLS Application. The results of this research show that work discipline has a positive but not significant effect on performance; work discipline has a positive but not significant effect on job satisfaction; organizational culture has a positive and significant effect on employee performance; organizational culture has a positive and significant effect on employee satisfaction; motivation has a positive and significant effect on employee performance; motivation has a positive but not significant effect on job satisfaction; Motivation has a positive and significant effect on employee performance.*

KEY WORD: *Work Discipline, Organizational Culture, Motivation, Financial Performance, Job Satisfaction*

Date of Submission: 23-07-2024

Date of acceptance: 05-08-2024

I. INTRODUCTION

One aspect that determines how competitive a company is in the market is the quality of its human resources. As a result, it is important for businesses to invest in employee training that helps them improve the technical, theoretical, conceptual and moral skills appropriate to their role. It is hoped that this development will increase work productivity, efficiency levels and employee morale. Increased employee achievement can be seen if the organization implements a performance appraisal system. However, a lack of proper planning and control can render large amounts of high-quality human resources useless.

Work discipline refers to employees' attitudes, behavior and compliance with the rules, norms and regulations that apply in the workplace. "Work discipline has a direct impact on organizational productivity. Employees who have a high level of work discipline tend to be more focused, responsible and efficient in carrying out their duties. "Therefore, research on work discipline can help organizations improve performance and work results. "The success of HR management in maintaining and increasing the level of employee work discipline will have a positive impact on the sustainability of the company's operations. Understanding the factors that influence work discipline can help companies manage human resources more effectively.

The formation of organizational culture as described by (Robbins 2016), starts from the philosophy of the organization's founders (they have a vision of what the organization should be like), the original culture is derived from the founder's philosophy, which then influences the criteria used in hiring members/employees. This is quite valuable and, therefore, worthy of being taught to new members as the correct way to perceive, think and feel in relation to these problems (Hessel 2015).

Job satisfaction can be created if the variables that influence it, including work motivation, leadership and organizational culture, can be accommodated well and accepted by all employees. What is meant by human resource management is that the company must be able to unite the perceptions or perspectives of employees and company leaders in order to achieve company goals. Things that can be done include the formation of a good work mentality with high dedication and loyalty to their work, providing work motivation, guidance, direction and coordination in work by a leader to his subordinates.

The Regional Drinking Water Company of Samarindal City is a Regional Government Business Entity in the field of clean water services. The location of PDAM Tirta Kencana Samarinda is located on Jl. Tirta Kencana No.1 Samarindal Ulu, Samarinda City, East Kalimantanl. Starting in 1932, the Dutch East Indies

Government built a drinking water treatment system and an intake with a capacity of 10 l/sec. Then in 1974 a Regional company was formed based on Samarindal Municipality Regional Regulation No. 13 of 1974 dated 13 April 1974 concerning the Establishment of the Samarinda Level II Regional Drinking Water Company.

PDAM Tirta Kencana Samarinda is a Regional Government Enterprise which carries out the administration of Regional Government affairs and is obliged to provide basic services in the field of clean water to the community. In accordance with its vision, PDAM Tirta Kencana Samarinda is committed to becoming the leading company in drinking water services in East Kalimantan. As a regional company, PDAM Tirta Kencana Samarinda is committed to serving the entire community of Samarinda city by providing clean water. To see the extent to which the quality of PDAM employees can be seen from their performance process in providing clean water activities because PDAM is community-oriented by providing the best service to customers by providing sufficient clean water in terms of quality, quantity and continuity.

According to information from PDAM Tirta Kencana, employees who are not present at work with Alpal information have several reasons, such as being intentionally absent from work, having urgent matters and being sick, but there is no certificate or permission from the office. By looking at the results of employee attendance levels, this certainly shows a condition that is very fluctuating, this means that with the increasing number of employees who are not present at work, then the condition of employee performance is certainly no longer good. This creates an unreasonable workload. balanced because it was found that work had piled up on one of the employees due to the employee's absence, so that it could not be completed well. The quality of work also decreases, and mistakes often occur due to lack of discipline.

II. RESEARCH METHOD

The population in this study were all service employees at Unit 2 of PDAM Samarinda City, namely 57 (fifty seven) . The sample selection technique uses *nonprobability sampling* with the *Purposive Sampling* method . Data collection techniques use questionnaires. Analysis was carried out using *Partial Least Square* (PLS) with the SmartPLS3 Application and using SPSS to test the validity and reliability of respondents.

III. RESULT

Table 1 Path Coefficient

Influence Variables		Original Sample	Sample Men	Standard Deviation	T-Statistics	P Values
Endogenous Variables	Exogenous Variables					
Work Discipline	Employee performance	0.132	0.122	0.090	1,462	0.144
Work Discipline	Job satisfaction	0.018	0.015	0.100	0.182	0.855
Organizational Culture	Employee performance	0.561	0.566	0.092	6,112	0,000
Organizational Culture	Job Satisfaction	0.303	0.311	0.106	2,856	0.004
Motivation	Employee performance	0.254	0.257	0.075	3,382	0.001
Motivation	Job Satisfaction	0.083	0.085	0.074	1,127	0.260
Employee performance	Job satisfaction	0.518	0.513	0.092	5,622	0,000

Source: Primary data processed, 2024

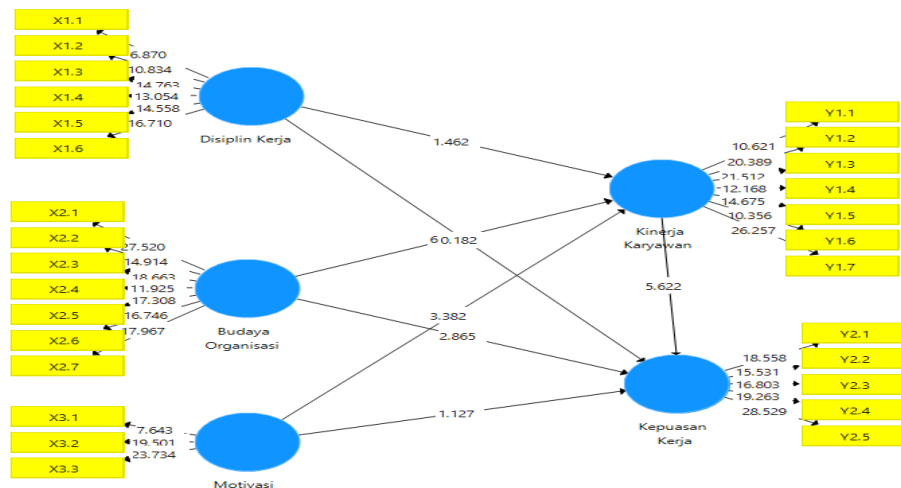


Figure 2 Bootstrapping results
 Source: Primary data processed, 2024

1. Hypothesis Testing 1 Work Discipline on Employee Performance

From the results of processing analysis *SmartPLS* shows that there is positive but not significant influence Work Discipline on. This is proven the path coefficient of 0.132, the t-statistic value of 1.462, and p-value of 1. These results indicate that the influence of Work Discipline on Employee Performance is less than the t-table value (1.96) and the significant threshold is p, 0.05. Thus **Hypothesis 1 is rejected**.

2. Hypothesis Testing 2 Work Discipline on Job Satisfaction

From the results *SmartPLS* data processing analysis, it shows there is a positive but not significant influence of Work Discipline on Job Satisfaction. This is proven by the path coefficient of 0.018, the t-statistic value of 0.812, and the -value of 0.855. These results indicate that the influence of Work Discipline on Satisfaction less than the t-table value (1.96) and the significant threshold is p, 0.05. Thus **Hypothesis 2 is rejected**.

3. Testing Hypothesis 3 Organizational Culture on Employee Performance

From the results of processing analysis *SmartPLS* shows that there is a positive significant of organizational culture performance. This proven by the path coefficient of 0.561, the t-statistic value of 6.112, and the -value of 0.000. These results indicate that the influence of Organizational Culture Performance exceeds the t-table value and the significant threshold is p, 0.05. Thus **3 is accepted**.

4. Testing Hypothesis 4 Organizational Culture on Job Satisfaction

From the results of processing analysis *SmartPLS* shows that there is a positive significant of organizational culture satisfaction. This a t-statistic value of 2.856, and p-value of 0.004. result indicates that the influence Culture on Job Satisfaction the t-table value (1.96) and the significant threshold is p, 0.05. Thus **Hypothesis 4 is accepted**.

5. Hypothesis Testing 5 Motivation on Employee Performance

From the results of processing analysis *SmartPLS* shows that there is a positive significant of motivation performance. This proven by the path coefficient of 0.254, the t-statistic value of 3.382, and the -value of 0.001. These results indicate that the influence of motivation on employee performance exceeds the t-table value (1.96) and the significant threshold is p, 0.05. Thus **Hypothesis 5 is accepted**.

6. Testing Hypothesis 6 Motivation on Job Satisfaction

the *SmartPLS* data processing analysis it shows that there is positive but not significant influence of Motivation for Satisfaction. This proven by the path coefficient of 0.083, the t-statistic value of 1.127, and p-value of 0.260. These results indicate that the influence of motivation on job satisfaction is less than the t-table value (1.96) and significant threshold p, 0.05. Thus **Hypothesis 6 is rejected**.

7. Testing Hypothesis 7 Employee Performance on Job Satisfaction

From the results of processing analysis *SmartPLS* shows that there is a positive significant of employee performance satisfaction. This proven by the path coefficient of 0.518, the t-statistic value of 5.622, and the -value of 0.000. These results indicate that the influence of employee performance on job satisfaction exceeds the t-table value (1.96) and significant threshold p, 0.05. Thus **Hypothesis** accepted.

IV. CONCLUSION

Results of analysis and carried are based on the problems found and arranged in a problem formulation. aim of research to find out discipline , organizational and affect and satisfaction . research uses Partial Square to the relationship between. following conclusions can :

1. Based on the results of testing which states that work discipline has positive impact but is not significant on employee performance because the results of research show that work discipline has a positive but not significant impact on performance .
2. Based on the results of testing which states that work discipline has a positive but not significant impact on job satisfaction because show that Work discipline has a positive not significant impact on job
3. Based on the results of testing, states that organizational culture has positive and significant on employee performance because research results shows that organizational culture has an impact positive and significant on performance .
4. Based on the results of testing which states that organizational culture has a positive and significant impact on job because research results show that organizational culture has positive impact and significant satisfaction work.
5. Based on the results of testing, states that motivation has a positive and significant impact on performance because the research results show that Motivation has an impact on employee .
6. Based on the results of testing, states that Motivation has but not impact on job satisfaction research results that has a positive but impact job.
7. Based on the results of testing which states that employee performance has a positive and on job because the results research show that employee performance has positive and significant impact on job satisfaction.

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