

The Relationship Between Organizational Culture and Work Environment on Employee Performance at the Bogor City Regional General Hospital

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Info Artikel

Keywords:

Employee Performance,
Organizational Culture,
Work Environment

ISSN (print): 1978-6387

ISSN (online): 2623-050X

Abstract

This research aims to determine the relationship between organizational culture and the work environment on employee performance. This research was carried out by distributing questionnaires to 93 employees at the Bogor City Regional General Hospital, processed using the SPSS 25 application with the Spearman rank analysis method showing that the relationship between the two variables, namely organizational culture and employee performance, has a relationship that destroys the numbers with a significance of 0.001 which is less. of 0.05 To see the correlation between the two variables, look at the number 0.696 which means "strong relationship". It is known that the relationship between the two variables, namely organizational culture and employee performance, has a bad relationship with a significance figure of 0.001 which is less than 0.05 with the number of samples (N) used being 93 respondents. To see the correlation between the two variables, look at the number 0.382 which means "sufficient relationship", so the correlation between the two variables is significant. In the hypothesis test, the product moment correlation r calculated $> r$ table with $0.734 > 0.2039$ means that the relationship between organizational culture and employee performance has a significant and positive relationship. Meanwhile, the results of the correlation hypothesis test produce $r_{count} > r$ table with $0.441 > 0.2039$, meaning that the relationship between the work environment and employee performance has a significant and positive relationship.

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1. Introduction

A company or organization founded has a goal that we want to together. An organization is a system consisting of subsystems or parts that are interrelated to each other in carrying out its activities. The organization in achieving its goals must have

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qualified human resources in order for the organization's goals to be achieved. Therefore, in an effort to support the achievement of the goals of the organization, each organization should empower such human resources to be a competitive resource. Employee performance plays an important role in an organization or company. Employees performance is influenced by several factors, including compensation, working environment, organizational culture, leadership, and motivation, work discipline, job satisfaction, communication and other factors. Organizational culture is one of the factors that can influence the performance of employees. The organizational culture as a system of common meanings adopted by the members of the organization that distinguishes the organization from other organizations. In addition to the organization culture, another factor that affects employee performance is the working environment. The working environment is everything that exists around employees and can influence employees in carrying out assigned tasks.

One of the things that always emphasizes the quality of employee performance is the hospital business. Hospital is a very potential business because the current conditions and needs of the people show increasingly needed health services in particular hospitals and hospitals is a public organization that moves in the field of health services, which is always demanded to provide quality health services and professions as it is in the area of Bogor City has some of its best hospitals namely General Hospital of the Municipality Bogor, PMI Hospital, Hospital Azra, Hospital Dr. H Marzoeki Mahdi, House BMC Mayapada and others One of the services that moved in the health sector owned by the government in the City Bogor is the Municipal Public Hospital Bogor which possesses some of the best facilities and has 86 high quality Health services and is currently running planning development of hospitals toward Hospital Type A have with better quality through its vision is to illustrate the family-friendly City of bogor, the mission is to support the government's mission to promote a healthy city, the motto is IDAMAN Family Hospital (Innovative, Peace, Safety, Benefits, Security, and Culture) which is dedicated to the organization of "Speed and Excellence".

In the index of public satisfaction survey conducted by the hospital in 2023 has a total of respondents 500 people have a satisfaction scale of 92.85% that belongs to the category of value A. This will be a benchmark for RSUD Kota Bogor towards its employees to apply the organizational culture in the day-to-day work activities within RSUD City Bogor to improve the quality of health services Hospital as well as by building a quality working environment. Then it becomes the basis for researchers interested to see the relationship between the organizational culture and the working environment to the performance of employees is already in line with the vision, mission, motto, organization culture and working environment planned and expected for this Bogor Municipal General Hospital.

Problem Formula

1. How does the organizational culture relate to the performance of employees at the Bogor Municipal Public Hospital?
2. How does the working environment relate to the performance of employees at the Bogor Municipal Public Hospital?
3. What is the relationship between organizational culture and the working environment to employee performance?

Research Purpose

1. To identify the relationship of organizational culture to the performance of the employees of the Municipal Municipal Hospital Bogor
2. to identify relationships of the working environment to performance of employees in the Municipal Hospital of Bogor
3. to identify the relationship between the employee's performance and the culture and working environment in the Regional Hospital of Bogor

2. Research Method

Quantitative data is data in the form of numbers or numbers and can be calculated and measured. This data collection technique is done by spreading a questionnaire by creating a list of questions related to research problems and then divided to employees representing the total number of employees as the material for analysis.

Research Variable

This study deals with several variables, namely the independent variable and the dependent variable. Independent variables are often referred to as free variables that affect the emergence of dependent (binding) variables. Free variables in this study are Organizational Culture (X1) and Working Environment (X2). (Y). According to Sugiyono (2015:93) the likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena.

Population Research

Population in this study is the entire staff of the Bogor District General Hospital, which has 1,406 employees. A sample is an object of observation selected from a population so that the sample represents a portion of the population and reflects its population characteristics. The sample presentation in this study uses the Slovin formula with the precision level specified in the sample determination is 10%. Based

on the Slovenian formula with a error rate of 10%, 93 respondents obtained samples taken from the population of 1,406 employees of the Bogor Municipal Public Hospital.

Type, Sources and Techniques of Data Collection

This research uses the type of quantitative data. Calculative data is data obtained in the form of numbers and can be calculated and measured. This data is called quantitatively because this research uses data form numbers and analysis using statistics, this quantitational data is derived from the results of the questionnaire distributed to employees of Municipal Municipal Hospital Bogor.

Data Source

The primary data is by conducting interviews and also questionnaires that are shared to employees of Municipal Municipal Hospital Bogor, while the secondary data are through records with the presence of an event obtained from the study of documents and journals related to this research.

Data collection techniques

The data collection is carried out using the questionnaire method by making a list of questions related to research issues and then dividing them into employees representing the total number of employees as analytical material.

Research Hypothesis

The product moment correlation hypothesis is a test to show the relationship of a free variable to a bound variable. If the r score counts $> r$ table and the significance is less than 0.05 ($p < 0.05$), then it can be concluded that the free variable has a positive relationship and significance to the bound variable then H_0 is rejected. Whereas if the r scoring counts $< r$ table, and the signification is greater than 0.05, then it may be inferred that free variables have a non-positive and significant relationship to the bonded variable, then H_a is accepted.

3. Results

1. Uji Rank Spearman

This spearman rank correlation test is used to test the relationship between research variables on non-parametric statistics. This analysis does not require normality and linearity assumptions. Here's the spearman rank test for this study's variable-variable.

Table 1 Uji Rank Spearman Variable Organizational Culture(X1) and Employee Performance (Y)

Correlations				
			Budaya Organisasi	Kinerja Karyawan
Spearman's rho	Budaya Organisasi	Correlation Coefficient	1.000	.696**
		Sig. (2-tailed)	.	<,001
		N	93	93
	Kinerja Karyawan	Correlation Coefficient	.696**	1.000
		Sig. (2-tailed)	<,001	.
		N	93	93

Source: Results of MEI 2024 questionnaire data processing via IBM SPSS Statistics 25

From the above table it is known that the relationship between the two variables, i.e. organizational culture and employee performance, has a correlated relationship with a significant number of 0.001 less than 0.05 with the number of samples (N) used as many as 93 respondents. To see the correlation relationship between these two variable is seen with a figure of 0.696 means "strong relationship " then the correllation of both variables is significant.

Table 2 Uji Rank Spearman Variable Work Environment (X1) and Employee Performance (Y)

Correlations				
			Lingkungan Kerja	Kinerja Karyawan
Spearamen	Lingkungan Kerja	Correlation Coefficient	1.000	.382**
		Sig. (2-tailed)	.	<,001
		N	93	93
	Kinerja Karyawan	Correlation Coefficient	.382**	1.000
		Sig. (2-tailed)	<,001	.
		N	93	93

Source: Results of MEI 2024 questionnaire data processing via IBM SPSS Statistics 25

From the above table it is known that the relationship of the two variables, i.e. working environment and employee performance, has a correlated relationship with a significant number of 0.001 less than 0.05 with the number of samples (N) used as

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many as 93 respondents. To see the correlation relationship between the two such variables seen with a figure of 0.382 means "sufficient relationship", then the correlation of both variables is significant.

2. Analysis Coefficients Determinasi

Used to find out how much organizational culture and work environment contribute to employee performance. According to Sugiyono (2016:286) a determination coefficient (R²) is a tool to measure how far a model's ability in explaining a free variable versus a bound variable is.

Table 3 Analysis Coefficients Determinasi Variable Organization Culture (X1) of Work Environment (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734 ^a	.538	.533	2.98498

a. Predictors: (Constant), Budaya Organisasi
 Source: Results of MEI 2024 questionnaire data processing via IBM SPSS Statistics 25

From the table above it is known that the square R value of 0.538 or 53.8% indicates that the variable X1 (Organization Culture) has a strong influence or correlation on the Y variable (Employee Performance) of 0.58% or 53.8%.

Table 4 Analysis Coefficient Determinasi Variable Work Environment (X2) of Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.441 ^a	.195	.186	3.94252

a. Predictors: (Constant), Lingkungan Kerja

Source: Results of MEI 2024 questionnaire data processing via IBM SPSS Statistics 25

From the table above it is known that a square R value of 0.195 or 19.5 % indicates that the variable X2 (Work Environment) has a weak influence or correlation on the Y variable (Employee Performance) of 0.195 or 19.5 %.

3. Uji Hipotesis Korelasi Product Moment

To find out whether the hypothesis made is acceptable or rejected and whether the relationship of the culture of the organization with the performance of the

employee and the relation of the working environment with employee performance, then a correlation coefficient hypothetical test is carried out.

Table 5 Uji Hipotesis Korelasi Product Moment Variabel Work Environment (X1) of Employee Performance (Y)

		Correlations	
		Budaya Organisasi	Kinerja Karyawan
Budaya Organisasi	Pearson Correlation	1	.734**
	Sig. (2-tailed)		<.001
	N	93	93
Kinerja Karyawan	Pearson Correlation	.734**	1
	Sig. (2-tailed)	<.001	
	N	93	93

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Results of MEI 2024 questionnaire data processing via IBM SPSS Statistics 25

From the above table it is known that sig(2-tailed) less than 0,005 if the result is 0,001 meaning that the relationship between the cultural variable of the organization and the performance of the employees has a correlation and the result r counts $> r$ table with $0,734 > 0,2039$ means that the cultural relationship of the organisation and employee performance has a significant and positive relationship then H_a is accepted.

Tabel 6 Uji Hipotesis Korelasi Product Moment Variabel Budaya Organisasi (X1) Pada Kinerja Karyawan(Y)

		Correlations	
		Kinerja Karyawan	Lingkungan Kerja
Kinerja Karyawan	Pearson Correlation	1	.441**
	Sig. (2-tailed)		<.001
	N	93	93
Lingkungan Kerja	Pearson Correlation	.441**	1
	Sig. (2-tailed)	<.001	
	N	93	93

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Results of MEI 2024 questionnaire data processing via IBM SPSS Statistics 25

From the above table it is known that sig(2-tailed) less than 0,005 if the result is 0,001 means the relationship between the environment variable and employee performance has a correlation and the result r counts $> r$ table with $0,441 > 0,2039$ means that the relationship of the work environment and the performance of employee has a significant and positive relationship then H_a is accepted

5. Conclusions

1. By using the method of rank analysis spearman showed that the relationship of the two variables is the culture of the organization and the working environment to the performance of the employees has a correlated and significant relationship
2. By using a method of testing the correlation hypothesis of the product moment r count>r table stated that there is a positive and correlating relationship between the relations of the organizational culture and the work environment performed by the employees in the General Hospital of the Municipality of Bogor

Recommendation

1. In the organizational culture variable the result of the question in the questionnaire states that the indicator that has the result is the “stability” indicator which should be given more attention that the employee needs to be given a boost and boost in stability and career progress/work performance of such employee in order to be able to sanitize the employees and improve the quality of performance better
2. In the working environment variable results of the query in the questioner affirms that the high-result indicator is on the “moisture in the workplace” that should be paid more attention to that employees need to be provided comfort in the circulation of air and good humidity to a better working environment.

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