

Analysis of Factors That Can Affect Employee Performance Against Work Culture (Case Study of Nahdlatul Ulama Hospital Jombang)

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ABSTRACT

In this study aims to determine what factors can affect the performance of an employee. Besides that, it also examines the influence of work culture on performance results. This research takes a case study at a hospital in the Jombang region. This research is also expected to be a reference for other researchers who will later examine the performance of an employee, work ethic, the influence of organizational climate, especially in hospitals. In this study will also be examined regarding the influence of discipline on the performance of an employee. The last is to find the dominant factor of an employee so that it can affect performance.

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1. INTRODUCTION

The existence of employees is the most important aspect for the realization of organizational plans that have been set[1]. The role of human resources has undergone a significant shift due to innovation and technological advances[2][3][4]. Massive technological advances are increasingly making the position of the existence of employees reduced, so the performance appraisal of an employee is needed[5][6]. Employee appraisal variables consist of many factors[7], [8]. Evaluation of employee performance as a human resource must be carried out in an appropriate, objective and fair manner[9], [10].

This research is to analyze and determine the effect of performance appraisal on work motivation[11][12]. The variables that will be assessed include: 1). Organizational climate, 2). Work Ethic, 3). Because as is well known human resources are one of the most valuable assets owned by an organization, because humans are the only resource that can drive other resources [13], [14]. Besides that, the performance of an employee is greatly influenced by work culture within the internal and external scope of an organization or company where the employee works [15][16][17][18].

2. METHODS

The method used in this study is a quantitative method and is presented in the form of a framework to get a clearer picture[19][20]. The description of the framework is presented in Figure 1.

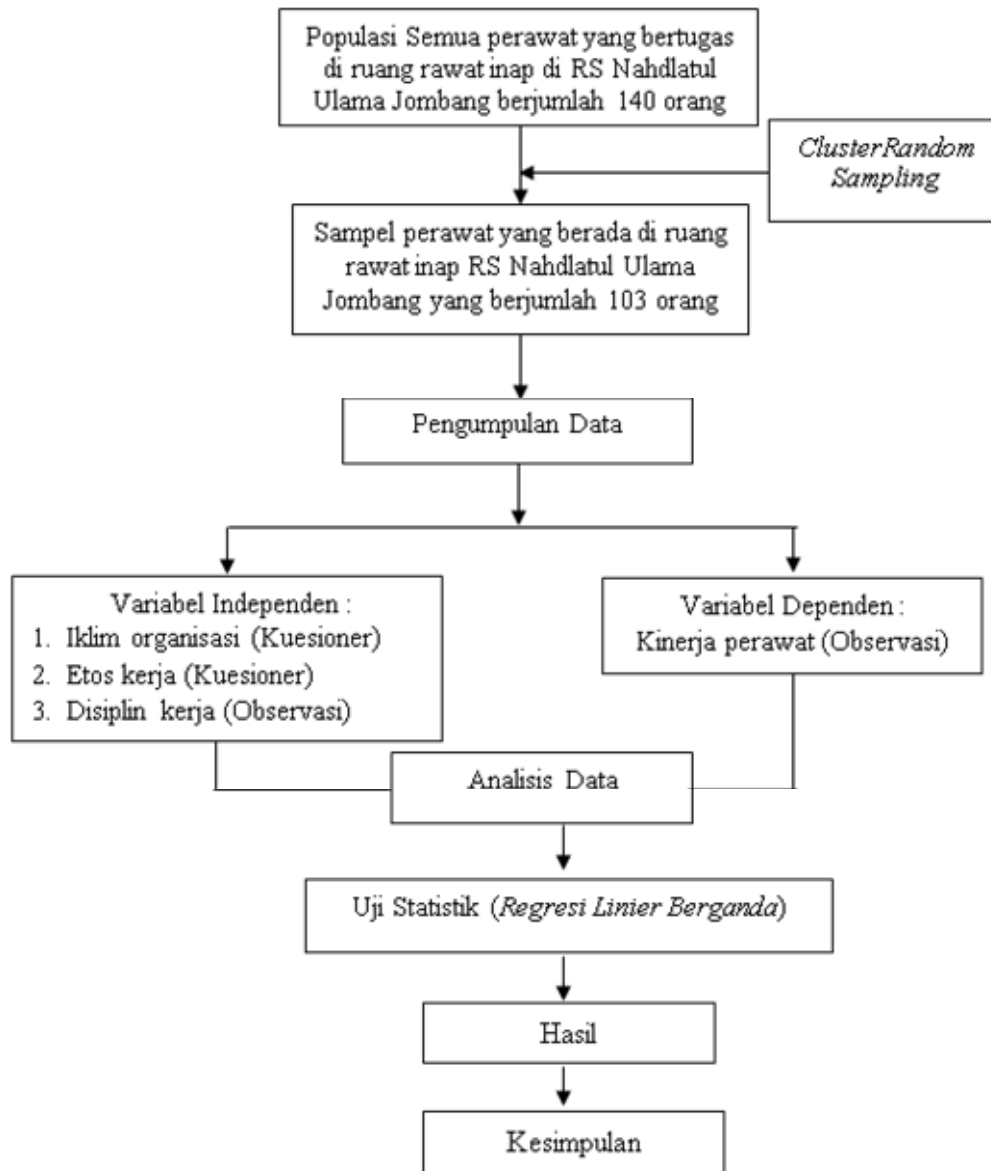


Figure 1. Organizational Climate Analysis Research Framework, Work Ethic and Work Discipline on Nurse Performance at Nahdlatul Ulama Hospital, Jombang

3. RESULTS AND DISCUSSION

In this study the first variable that was looked at was organizational climate, based on filling out the questionnaire the results obtained were presented in table 1.

Table 1. Organizational Climate Distribution at Nahdlatul Ulama Hospital, Jombang Regency

No	Organizational Climate	Frequency	Percentage (%)
1	Does not support	54	52,4
2	Support	49	47,6
Total		103	100

Based on table 1 above, it shows that out of 103 respondents, some respondents stated that the organizational climate was not supportive, namely as many as 54 people (52.4%) and the rest stated that they supported, namely as many as 49 people (47.6%). Next collect variable data to.2. Work ethic at Nahdlatul Ulama Hospital. Based on the filled questionnaire, the data is presented in table 2.

Table 2. Distribution of Work Ethics at Nahdlatul Ulama Hospital, Jombang Regency

No	Work ethic	Frequency	Percentage (%)
1	Not good	26	25,2
2	Good	77	74.8
Total		103	100

Based on table 2 above, it shows that out of 103 respondents, almost all respondents stated that the work ethic was good, namely as many as 77 people (74.8%) and the rest stated that it was not good, namely as many as 26 people (25.2%). Next collect variable data to 3. Work Discipline at the Nahdlatul Ulama Hospital. Based on the filled questionnaire, the data is presented in table 3.

Table 3. Distribution of Work Discipline at the Nahdlatul Ulama Hospital, Jombang Regency

No	Work Discipline	Frequency	Percentage (%)
1	Low	28	27,7
2	Tall	75	72,8
Total		103	100

Based on table 3 above, it shows that out of 103 respondents, almost all respondents stated that work discipline was already high, namely 75 people (72.8%) and the rest stated that it was still low, namely 28 people (27.7%). Then collect variable data 4. Nurse Performance at Nahdlatul Ulama Hospital. Based on the filled questionnaire, the data is presented in table 4.

Table 4. Distribution of Nurse Performance at Nahdlatul Ulama Hospital, Jombang Regency

No	Nurse Performance	Frequency	Percentage (%)
1	Not good	35	34.0
2	Good	68	66.0
Total		103	100

Based on table 4 above, it shows that out of 103 respondents, almost all respondents stated that they had good nurse performance, namely 68 people (66.0%) and the rest were stated to be not good, namely 35 people (34.0%).

From the data that has been presented in tables 1 to 4, cross-tabulations between variables are then carried out. The tabulation that was carried out for the first time was a cross-tabulation between organizational climate and performance. From this test, the data obtained is as shown in table 5.

Table 5 Cross tabulation of Organizational Climate and Performance

		Performance		Total
		Not good	Good	
Organizational Climate	Does not support	18 17.5%	36 35.0%	54 52.4%
	Support	17 16.5%	32 31.1%	49 47.6%
Total		35 34.0%	68 66.0%	103 100.0%

Based on table 5 above, it shows that of the 103 respondents the most data were respondents who stated that they had good performance and the organizational climate was not supportive, namely as many as 36 respondents (35.0%) and the least were poor performance and the organizational climate was supportive, namely as many as 17 respondents (16,5%). Then the test is continued by carrying out cross-tabulations between Work Ethic and Performance. From this test, the data obtained is as shown in table 6.

Table 6 Cross Tabulation of Work Ethic and Performance

		Performance		Total
		Not good	Good	
Work ethic	Not good	5 4.9%	21 20.4%	26 25.2%
	Good	30 29.1%	47 45.6%	77 74.8%
Total		35 34.0%	68 66.0%	103 100.0%

Based on table 6 above, it shows that of the 103 respondents the most data were respondents who stated that they had good performance and a good work ethic, namely 47 respondents (45.6%) and the least were poor performance and poor work ethic, namely 5 respondents (4.9%). Then the test is continued by carrying out cross-tabulations between Work Discipline and Performance. From this test, the data obtained is as shown in table 7.

Table 7. Cross tabulation of Work Discipline and Performance

		Performance		Total
		Not good	Good	
Work Discipline	Low	10 9.7%	18 17.5%	28 27.2%
	Tall	25 24.3%	50 48.5%	75 72.8%
Total		35 34.0%	68 66.0%	103 100.0%

Based on table 7 above, it shows that of the 103 respondents the most data were respondents who stated that they had good performance and high work discipline, namely 50 respondents (48.5%) and the least were poor performance and low work discipline, namely 10 respondents (9.7%).

Linear Regression Statistics Test

Table 8 Summary Outputs

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.188a	.035	.670	.47449

a. Predictors: (Constant), Discipline_work, Climate_organization, Ethics_work

Model Summary, to find out about the magnitude of the influence of all independent variables on the dependent variable. This influence is symbolized by R (correlation). in the model summary table the value in column R is 0.188 meaning that the effect of the independent variable is 18.8% (0.188 x 100%), looking at the alternative R Square value as a comparison of the accuracy of the effect it is found that the R Square value is 0.035 which means 3.5%. The results showed that the Adjusted R Square value was 0.670 or .67%, the effect of the independent variables on the dependent variable.

Table 9. ANOVA (Analysis of Variance)

ANOVA b					
Model	Sum of Squares	Df	MeanSquare	F	Sig.
			e		

1	Regression	,818	3	,273	1,211	.031
	residual	22,289	99	,225		
	Total	23.107	102			

a. Predictors: (Constant), Discipline_work, Climate_organization, Ethics_work

b. Dependent Variable: Performance

In the ANOVA table, the sig. obtained by 0.031 with a <0.05 , it can be concluded that the independent variables jointly affect the dependent variable.

Table 10. Regression Coefficient

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	1,912	,273		7,008	,000
	Climate_organizational	,013	.095	,014	,137	.041
	Work ethic	-,208	,110	-,190	-1,886	.032
	Discipline work	.053	,106	.050	,503	.016

a. Dependent Variable: Performance

1. The organizational climate variable obtained a p value of $0.041 < \alpha = 0.05$, so that H0 was rejected and H1 was accepted. It can be concluded that organizational climate variables affect performance
2. The work ethic variable obtained a p value of $0.031 < \alpha = 0.05$, so that H0 was rejected and H1 was accepted. It can be concluded that the work ethic variable affects performance
3. The work discipline variable obtained a p value of $0.018 < \alpha = 0.05$, so that H0 was rejected and H1 was accepted. It can be concluded that the work discipline variable affects performance

4. CONCLUSION

Judging from the results and discussion discussed in the previous chapter, there are 5 conclusions, namely: 1). There is an influence between organizational climate and employee performance at Nahdlatul Ulama Hospital Jombang as indicated by p value = $0.00 < 0.05$ Based on the correlation coefficient value it shows a value of 0.429 so this shows that the two variables have a fairly close relationship. 2). There is an influence between work ethic and employee performance at Nahdlatul Ulama Hospital, Jombang, as indicated by p value = $0.00 < 0.05$. Based on the correlation coefficient value, it shows a value of 0.627, so this shows that the two variables have a close relationship. 3). There is an influence between work discipline and employee performance at Nahdlatul Ulama Hospital Jombang as indicated by p value = $0.00 < 0.05$. Based on the value of the correlation coefficient, it shows a value of 0.426 so this shows that the two variables have a fairly close relationship. 4). The results of the partial analysis show that all the p values of the independent variables are $0.00 < \alpha = 0.05$ so that partially the variables of organizational climate, work ethic and work discipline affect employee performance at Nahdlatul Ulama Hospital, Jombang. 5). Based on the beta coefficient value, it shows that the work ethic has the highest beta coefficient (B) value, namely 0.393 and is the dominant factor affecting nurse performance. The results of the partial analysis show that all the p values of the independent variables are $0.00 < \alpha = 0.05$ so that partially the variables of organizational climate, work ethic and work discipline affect employee performance at Nahdlatul Ulama Hospital, Jombang.

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