

The Influence of the Organization Culture and Supervision toward the Employee Performance at the Public Order Enforcers Police and the Fire Company of Musi Rawas District

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Abstract

The paper deals with the influence of organization culture and supervision toward the employee performance at Public Order Enforcers Police and the Fire Company of Musi Rawas District. This research used the method of observation, interview, questionnaire and documentation. Organization Culture Variable (X1), has a significant influence toward the Performance (Y), it can be seen through the first hypothesis which states a partially significant influence between the Organization Culture Variables (X1) toward the Performance (Y). Based on the result of data processing, the calculated t-value for the Organization Culture Variable (X1) was 9.813 while the value of t-table was 1.663. It was found that t-count was greater than t-table, so it was partially concluded that the Organization Culture Variable (X1) has a significant influence toward the Performance (Y). Thus, Supervision Variable (X2) has an influence toward the Performance (Y). It can be seen from the hypothesis that there was a significant effect between the Supervision Variable (X2) and the Performance (Y). Meanwhile the result data processing of the t-count for the Supervision Variable (X2) was 9.249 while the value of t-table was 1.663. From this data, it was found that t count > t table, so it can be concluded that the Supervision Variable (X2) has a positive influence toward the Performance Variable (Y). The Organization Culture (X1), Supervision Variables (X2) have a significant influence toward Performance (Y). It can be seen that the third hypothesis which states that the variables of Organizational Culture (X1), Supervision (X2) have a positive influence toward the Performance (Y). Finally, the results data processing of F-count value was 73.846 and the value of F-table was 3.105. Then it can be seen that F-count > F-table, so it can be concluded that the Organization Culture Variable (X1), Supervision (X2) has a significant effect on Performance (Y). It showed that the Independent Variables (Organization Culture, Supervision) have an influence toward the Dependent Variable (Employee Performance).

Keywords: organizational, culture, supervision, performance.

1. Introduction

The Firefighters in Musi Rawas Regency Service are in charge of responding the firefighting. The fire company is an element that is formed by the government at Musi Rawas Regency to be given responsibility for carrying out a duty of handling fires. The problems are found in the public order enforcers' police and the fire company of Musi Rawas Regency are related to an organization culture that is not conducive, where there is still a lack of feeling or individual behavior that identifies themselves as part of the organization and employees only think about personal interests and not think to a wider in the scope of the organization. Furthermore, in the sector of supervision, namely the supervision of leaders is not routine and regular so that employees are still not supervised; there is still a lack of strict action of the foul which is committed by the employees. In

this research, the performance problems were found, namely, there are still the employees who had not been able to carry out their duties in accordance by the organization goals, there is still a lack of the collaboration between the employees and superiors, the quality and quantity of their job was still low.

2. Literature Review

Human resources are a factor to achieve the organization success. The challenge that we will face is how to prepare a qualified and innovative human resources. Therefore, organizations must compete to boost the employee morale, and also the ability to provide the best service to the public and quality services. In order for the tasks in the organization to work, of course, you have to prepare aspects of the organization culture, the supervision, the employee performance. Therefore, the organization must try to improve its employee performance (Edison, 2018).

The organization culture (Wirawan, 2019) said that the norm and values are developed by the leader for a long time to be applied in the activities of an organization so it influences the mindset and behavior of members to produce the products. Organization culture is a set of values adopted for the work organization guidelines lines. In addition, supervision (Busro, 2018) cited that the process of implementing an organization so that the work is carried out base on the plan which is determined by using the predetermined standards and certain actions. Supervision is a process of determining what must be achieved. Then, performance (Priansa, 2018) stated that an action according to the size that applies at a certain time regarding work and actions. Performance is quality and quantity performance achieved by employees or employees.

3. Research Method

The location of this research was the public order enforcers' police and the fire company of Musi Rawas Regency. The address is on Pangeran Moehamad Amin Street, Muara Beliti Baru Village, Muara Beliti District. The time of the research was carried out from on January 2022 until on June 2022. The population is a generalization of the objects and subjects that have characteristics set by the researcher and then it is learned and given a conclusion. (Sugiyono, 2016). The population in this research were 87 the employees of Fire Company at Musi Rawas Regency. The sample was the number of characteristics was possessed by the population. (Sugiyono, 2016). The sample technique of this research used a saturated sample. Saturated sample was a technique for determining the sample (Sugiyono, 2016). So this research used a sample of 87 respondents. The data sources used primary data and secondary data. Primary data was obtained through observation and observation at the place of the research site by a systematic and questionnaire way while the secondary data is through the documentation.

4. Findings and Discussions

The analyses of the simple linear regression, the analysis the correlation coefficient (r) and t-test analysis of organization culture variables (X_1) toward the performance (Y). The calculation of simple linear regression from value $b_1 = 0.437$ and value $a = 8.358$ and value into simple linear regression $\hat{Y} = 8.358 + 0.437 X_1$ that the organization culture variable (X_1) and the performance variable value (Y) was $= 8.358$. The regression coefficient of the organization culture variable (X_1) was $b_1 = 0.437$, the organization

culture variable (X1) will increase the performance variable (Y) to 0.437. Conversely the performance variable (Y) was 0.437. The correlation coefficient value $r = 0.729$. It indicates that the organization culture variable (X1) toward the performance (Y) have a strong and a positive connection. The T test results t-count Organization Culture (X1) t-count of $9.813 > t$ -table value of 1.663 or and it's said Organization Culture Variable (X1) have a significant effect on performance variable (Y). From data processing it can be proven that H1 = organizational culture (X1) has a positive effect on performance (Y). The hypothesis states that there was a significant influence partially between the Organization Culture variables (X1) toward the Performance (Y). Based on the results of data processing, the t-count value of the Organization Culture Variable (X1) was 9.813 and the t-table is 1.663. So t-count was bigger than t-table. It was concluded that the Organization Culture Variable (X1) has a positive influence toward the performance variable (Y).

Simple Linear Regression Analysis, the Correlation Coefficient Analysis (R) and the Control Variable t Test (X2) toward the Performance (Y). Based on the calculation of Simple Linear Regression, then $b_2 = 0.456$ and $a = 10.954$ then enter into the Simple Linear Regression equation $\hat{Y} = 10.954 + 0.456 X_2$ then the value of the Monitoring variable (X2) and the value of the Performance variable (Y) = 10.954. The Regression Coefficient of the Monitoring Variable (X2), namely $b_2 = 0.456$, the Monitoring variable (X2) will increase the Performance variable (Y) = 0.456. So the Monitoring variable (X2) will decrease the performance variable (Y) = 0.456. The correlation coefficient value is obtained by the number $R = 0.708$. It means that the control variable (X2) has a strong connection toward performance (Y). It is known that the tcount of the Supervision variable (X2) with a tcount of $9.249 > t$ table value = 1.663 and it is said that the Supervision variable (X2) has a tcount = $9.249 > t$ table = 1.663 and it is said that the Supervision Variable (X2) affects the Performance variable (Y). The hypothesis states that there is a partial significant between influences the Monitoring Variable (X2) toward performance (Y). Based on the data processing, the tcount value for the Supervision variable (X2) is 9.249 while t table = 1.663. So t count $> t$ table. So it can be concluded partially that the Supervision variable (X2) has a positive influence toward the Performance variable (Y).

Multiple Linear Regression Analysis, the Coefficient of Determination Analysis (R^2), and f test of the Organization Culture (X1) and the Monitoring (X2) variables toward the Performance (Y). From the regression equation $\hat{Y} = 5.850 + 0.282 X_1 + 0.268 X_2$ with a value = 5.850 it explains that the Organization Culture (X1) and the Supervision (X2) variables don't have change so the value is zero and the Performance variable (Y) = 5.850. The Regression Coefficient of Organization Culture Variable (X1) $b_1 = 0.282$ states that an increase in the Organization Culture variable (X1) by one unit will increase the performance variable (Y) = 0.282. The Regression Coefficient of the Monitoring variable (X2) $b_2 = 0.268$ that an increase in the Monitoring variable (X2) by one unit will increase the Performance variable (Y) = 0.268. The coefficient of determination is obtained by the RSquare (R^2) figure of 63.70%. This value means that the Organization Culture (X1) and the Supervision (X2) variables have an influence of 63.70% toward the performance variable (Y) while the remaining 36.30% and are influenced by other variables. Using a 95% confidence level, $\alpha = 5\%$, df_1 (number of variables - 1) = 2 and df_2 ($n - k - 1$) or

$(87 - 2 - 1) = 84$. $F_{count} = 73.846$ a significance level of 0.000. Where F_{count} is greater than F_{table} then H_0 is rejected and H_a is accepted. Conversely, if F_{count} is greater than F_{table} then H_0 is accepted and H_a is rejected. The F_{count} research ($73.846 > F_{table}$ (3.105) means that H_0 is rejected and H_a is accepted. It means that there is a significant influence of the Organization Culture (X1) and the Supervision (X2) toward the Performance (Y). So from the results of data processing it is proven that H_3 = the Organization Culture (X1) and the Supervision (X2) have a positive influence toward the performance (Y). The third hypothesis states that there is a significant influences that also give the same influence, they are the Variables of Organization Culture (X1) and the Supervision (X2) that have a positive influence toward performance (Y). Based on the results of data processing, the value of F_{count} is (73.846) and $F_{table} = 3.105$. So it can be seen that $F_{count} > F_{table}$. So it can be concluded simultaneously that Organization Culture Variables (X1) and the Supervision (X2) have a significant positive influence toward the performance (Y).

5. Conclusion

Based on the results of the research that has been described above, it can be concluded as follows: Variable Organization Culture (X1) has a significant influence toward the performance (Y), it can be seen from the first hypothesis which states that there is a significant influence partially between Organization Culture Variables (X1) toward the Performance (Y). Based on the data processing, the t_{count} value for the Organization Culture Variable (X1) = 9.813 while $t_{table} = 1.663$. So $t_{count} > t_{table}$. So it is concluded that the Organizational Culture Variable (X1) has a significant positive influence toward the Performance Variable (Y). V Monitoring variable (X2) has a significant influence toward the performance variable (Y). It can be seen that monitoring variable (X2) has an influence toward the performance (Y). Based on the results of the data processing, the t_{count} value for the Supervision variable (X2) is 9.249 while $t_{table} = 1.663$. So t_{count} is greater than t_{table} . It can be concluded that the control variable (X2) has an influence toward the performance variable (Y). V Variables Organization Culture (X1) and the Supervision (X2) have an influence toward the Performance (Y) It can be seen from the third hypothesis stating that there is a significant influence jointly between the variables Organization Culture (X1) and the Supervision (X2) having a positive influence toward the Performance (Y) . Based on the results of the data processing, the value of F_{count} is 73.846 while F_{table} is 3.105. It can be seen that $F_{count} > F_{table}$. So it can be concluded simultaneously that the Organization Culture Variables (X1) and the Supervision (X2) have a significant positive influence toward the performance (Y).

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