The Influence of Organizational Culture and Motivation on Teacher Performance at SMK Nusa Bangsa, Jampang Parung, Kemang, Bogor Regency

Mulyana Gustira Putra [1*]

[1] Universitas Nusa Bangsa, Bogor, Jawa Barat, Indonesia
[1] mulyana.gustiraputra@unb.ac.id
Corresponding Author : Mulyana Gustira Putra

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ABSTRACT

The purpose of this research is to determine the influence of organizational culture and motivation on teacher performance at SMK Nusa Bangsa Jampang Parung Kemang, Bogor Regency. The type of research used is quantitative descriptive with multiple linear regression methods as the dependent variable is performance while the independent variables are organizational culture and motivation. Saturated sampling was 25 teachers at SMK Nusa Bangsa. The research results show that organizational culture and motivation simultaneously have a positive and significant effect on teacher performance, partially both organizational culture and motivation together have a positive and significant effect on teacher performance at Nusa Bangsa Parung Kemang Vocational School, Bogor Regency.

1. INTRODUCTION

The Human resources are the only resources that have feelings, desires, skills, knowledge, encouragement, power and work (ratio, taste and intention). Werther and Davis (1996), stated that human resources are employees who are ready, capable and alert in achieving organizational or company goals.

Basically, every organization or company will try to continue to advance the implementation of workers in order to achieve the goals set by the company. Employee performance is the result of work that has been achieved by employees which is measured in terms of quality and quantity in an effort to carry out all obligations in accordance with the responsibilities assigned to the employee (Mangkunegara 2018).

One of these organizations is a school, a school is an organization that operates in the field of education. School is an institution designed for the teaching of pupils or pupils under the supervision of educators or teachers. Human Resource Management (HR) in school organizations that is not good for teachers will certainly experience a decline in teacher work performance.

There are many factors that cause low work performance, including unclear duties and responsibilities, insufficient compensation, unclear careers, frequently changing superior policies, lack of work standards and unclear work performance assessment units, resulting in this does not provide motivation to work. Work performance can be considered as a result of organizational behavior towards its employees. There is an opinion that why work diligently if you are not appreciated in rank or position, so this becomes a culture in the organization. Motivation and organizational culture are part of improving employee performance at work. According to Mangkunegara (2016), performance is the result of qualitative and quantitative work carried out by employees to carry out their duties in accordance with the responsibilities given.

SMK Nusa Bangsa, is a private school in Bogor Regency which is located at Jl. Raya Jampang Parung Kemang Bogor 16325 with the Informatics & Communication Technology Expertise Study Field. Striving to improve human resources for teachers, especially through organizational culture and motivation. According to Edy (2019: 1-2) organizational culture can be defined as a system of values,

beliefs, assumptions or long-standing norms agreed upon and followed by members. members as a guide to behavior and solving organizational problems, while motivation according to Hasibuan (2019) says that motivation is the provision of driving force that creates enthusiasm for someone's work so that they want to work together, work effectively, and integrate with all their efforts to achieve satisfaction. .

In the education system, teacher performance is not always reliable. Teacher performance may be influenced by frequent changes both positively and negatively. To find out the extent of the influence of factors that can provide motivation and organizational culture in realizing good and harmonious cooperation in school organizations so as to support good teacher work performance, especially at SMK Nusa Bangsa. For this reason, we took the title The Influence of Organizational Culture and Motivation on Teacher Performance at SMK Nusa Bangsa, Jampang Parung Kemang, Bogor Regency.

Among the previous research references are the Influence of Organizational Culture and Motivation on Teacher Performance in State Middle Schools in Pangkalanbaru District, Rianahsari (2023), Journal on Education, volume 06, No. 01, September, December, 2023, pp. 2465-2480 and The Influence of Organizational Culture and Student Learning Motivation on Teacher Performance (At the Integrated Islamic School of SMPIT Assalam Curug (Tangerang Regency), Abdurahman Abdurahman, Journal of Accounting, Management and Economic Sciences (Jasmien), 4(04)-2024, 348-355.

2. METHOD

This research uses descriptive quantitative research methods. Sugiyono (2018) explains that quantitative research methods are methods based on the philosophy of positivism, used in researching samples and research populations. Quantitative research is research that presents data in the form of numbers as the results of the research. Descriptive research method is a method for researching the status of a human group, an object, a condition, a thought, or a current event. In this study, the population and saturated samples taken were all employees at SMK Nusa Bangsa, Jampang Parung Kemang, Bogor Regency, with a total population of 25 teachers who would be used as saturated samples in this research. According to Sugiyono (2019) Saturated sampling is a sample selection technique if all members of the population are sampled. The sampling technique in this study used the Saturated Sampling Technique, where all the population in this study was sampled.

In this research there are 3 (three) variables consisting of 2 independent variables and 1 dependent variable. The first variable is Organizational Culture (X_1), the second variable is motivation (X_2), while one dependent variable is Teacher Performance (Y).
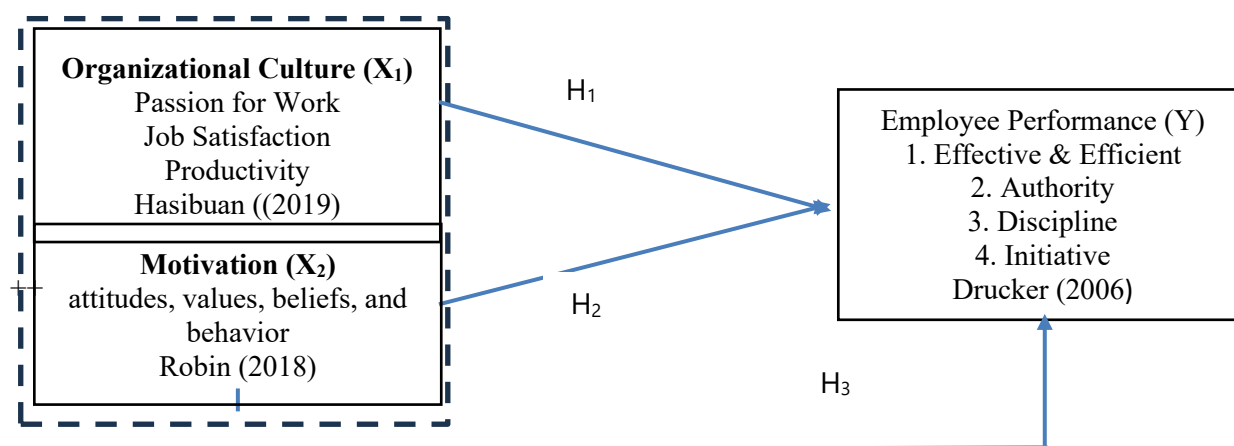

Figure 1. Thinking Framework

These variables are:

Variable X_1: Organizational Culture
Variable X_2: Motivation
The multiple linear regression equation is as follows; (Gujarati, 2010:91).

$$Y = \beta 0 + \beta 1 X1 + \beta 2 X2 + ei$$

Information:

$\beta 0$ = Constant number
$\beta 1,2$ = Regression coefficient
ei   = Disturbance/error factor
Y   = Dependent variable (Teacher performance)

Proposed hypothesis:

H_0: $\beta 1 = 0$, Organizational Culture (X_1) partially has no effect on Teacher Performance
H_1: $\beta 1$ 0, Organizational Culture (X_1) partially influences Teacher Performance.
H_0: $\beta 2 = 0$, Motivation (X_2) partially has no effect on Teacher Performance
H_2: $\beta 2$ 0, Motivation (X_2) partially influences teacher performance.

The decision making criteria in the t test are if the calculated t is smaller than the t table at a degree of 5 percent then the null hypothesis is accepted, whereas if the calculated t is greater than the t table at a degree of 5 percent then the null hypothesis is rejected.

H0 is accepted if t count t table at α 5%
H0 is rejected if t count t table at α 5%

The data analysis used in this research is descriptive quantitative analysis of data obtained from the results of distributing questionnaires. Descriptive analysis was carried out using the Likert method. Meanwhile, quantitative analysis is to test the effect using regression analysis using SPSS (Statistical Packet for Social Science) 22 for Windows tools. Quantitatively using multiple linear regression analysis. Multiple linear regression analysis is an analysis to measure the magnitude of the influence between two or more independent variables on one dependent variable and predict the dependent variable using the independent variable. and predicting the value of the dependent variable using the independent variable. In regression analysis the independent variable functions to explain (explanatory) while the dependent variable functions as the explained one. Apart from that, a Partial Test (t Test), Simultaneous Test (F Test), and Coefficient of Determination Test are carried out. The general description of the respondents in this research is based on the census method, namely the sample of respondents is a population of 25 respondents and the distribution of questionnaires was carried out as many respondents. Respondents were employees who worked at SMK Nusa Bangsa, Jampang Parung Kemang, Bogor Regency. The characters determined are related to age, gender, education, occupation, length of time as a teacher.

In this research, the scope focuses on one of the internal environments, namely looking at the large role of the implementation of Organizational Culture and Motivation in improving teacher performance. It is hoped that information will be obtained whether variable X has an effect on variable Y.

The following is an explanation of the description of the characteristics of respondents with the aim of explaining or providing an overview of the identity in this research. Because by describing the characteristics of the respondents sampled in this research, the identity of the respondents will be known in detail. For this reason, in the description of the characteristics of respondents in the research, the details are as follows:

1. Respondent's age

Respondents based on age were included in the respondent's character in this study with the aim of providing maturity in answering and looking at several indicators related to teacher performance in answering questions. For the age of respondents, the age data is as follows:

Table 1. Respondents by Age

No	Age	Amount	Persentage
1	<30	9	36%
2	31-40	6	24%
3	41-50	3	12%
4	>50	7	28%
Amount		25	100%

Based on Table 1 regarding the composition of the number of respondents according to age, the age of respondents at Nusa Bangsa Jampang Vocational School is mostly aged <30, namely 9 or 36%, followed by age >50 years, namely 7 or 28%, aged 31-40, 6 or 24% and aged 41-50, namely 3 or 12%.

2. Gender

Gender is one of the characteristics of respondents with the aim of finding out how many respondents, both male and female, are at SMK Nusa Bangsa Jampang. The following is the composition of respondents according to gender:

Table 2 Respondents by Gender

No	Sex	Amount	Persentage
1	Laki-laki	15	60%
2	Perempuan	10	40%
Amount		25	100%

Source: Data Primer

Based on Table 2 regarding the composition of the number of respondents according to gender, it relates to respondents who work at Nusa Bangsa Jampang Vocational School. It was found that there were more male employees than female, namely 15 teachers or 60%, while there were only 10 female teachers or 40%.

3. Education

This character is included in the questionnaire, in order to find out the background of the respondent's educational level and intellectual level.

Table 3 Respondents Based on Education

No	Education	Amount	Persentage
1	Diploma	0	0%
2	Bachelor	21	84%
3	Magister	4	16%
4	Doctor	0	0%
Amount		25	100%

Source: Data Primer

Based on Table 3 regarding the Number of Respondents According to education, the largest number of respondents had a bachelor's degree, 21 respondents or 84%, and the next were 4 teachers or 16% who had master's degrees. This shows that the respondent's intellect is good and in the hope that it can provide value that really leads to employee performance. Next, the largest number of employees are those with tertiary education.

4. Long time as an employee

Length of time as an employee is included in the characteristics of respondents related to this research because length of time as an employee can identify organizational culture and motivation

problems. The level of employee understanding will influence employee performance in providing input as follows:

Table 4. Respondents according to Length of Work

No	During	Amount	Persentage
1	<=5 Year	12	48%
2	<=10 Year	9	36%
3	> 10 Year	4	16%
Amount		25	100%

Source: Data Primer

Based on Table 4 regarding the number of respondents according to the number of employees working, it is known that there were 12 respondents or 48% under 5 years. This shows that the loyalty of employees who are respondents is quite dominant under 5 years of work.

In an effort to achieve goals, it is necessary to increase work performance. Performance is the implementation of plans that have been prepared and implementation of performance is carried out by human resources who have the ability, competence, motivation and interests. There are many factors that cause low work performance, including unclear duties and responsibilities, insufficient compensation, unclear careers, frequently changing superior policies, lack of work standards and unclear work performance assessment units, resulting in this does not provide motivation to work. Work performance can be considered as a result of organizational behavior towards its employees. There is an opinion that why work diligently if you are not appreciated in rank or position, so this becomes a culture in the organization. Organizational culture and motivation are part of improving employee performance at work.

According to Hasibuan (2019) motivation is something that causes, channels and supports human behavior, so that they are willing to work diligently and enthusiastically to achieve optimal results, while organizational culture according to Peter F. Drucker is the basis for solving external and internal problems whose implementation is carried out consistently. by a group which then passes it on to new members as the right way to understand, think and feel about the problems related to the above.

Data Processed Results

(1) Determination Coefficient Test (R2)

The coefficient of determination value provides information on how big a role the independent variables play in determining the dependent variable. The determination value is between 0% and 100%. The closer it is to 100%, the better the determination of the regression equation (Sugiyono, 2019).

Table 5 Coefficient of Determination (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.803[a]	.745	.613	2.353	1.522

a. Predictors: (Constant), Motivation, Culture
b. Dependent Variable: Performance

Table 5 shows that the results of the regression analysis of organizational culture and motivation variables show a coefficient of determination value of 0.745. This shows that the percentage influence of organizational culture (X_1) and motivation (X_2) is 74.5%. In other words, the organizational culture (X_1) and motivation (X_2) variables amounting to 74.5% are able to explain teacher performance (Y), while the remaining 25.5% (100%-74.5%) is explained by other variables not studied.

(2) F Test (Simultaneous)

Table 6. F Test (Simultaneous)

ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	221.260	2	110.630	19.986	.000ᵇ
	Residual	121.780	22	5.535		
	Total	343.040	24			

a. Dependent Variable: Perfomance
b. Predictors: (Constant), Motivation, Culture

This shows that it can be seen that the organizational culture (X_1) and motivation (X_2) variables have a significant influence on teacher performance (Y), because the Fcount value of 19.986 is greater than the Ftable of 3.385 and the Sig value. smaller than 0.05. Thus, H0 is rejected and H3 is accepted, meaning that there is a significant influence of organizational culture and motivation variables simultaneously on teacher performance.

(3) Partial Significance Test (t Test)

The t test is used to determine whether the independent variable partially influences the dependent variable. The test results of the influence of organizational culture variables (X_1), and motivation (X_2), if tested partially on teacher performance (Y) can be seen in the following table:

Table 7 Partial Significance Test (t Test)

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.342	3.703		1.275	.046
	Culture	.465	.324	.565	1.400	.044
	Motivation	.901	.396	.743	2.274	.033

a. Dependent Variable: Perfomance
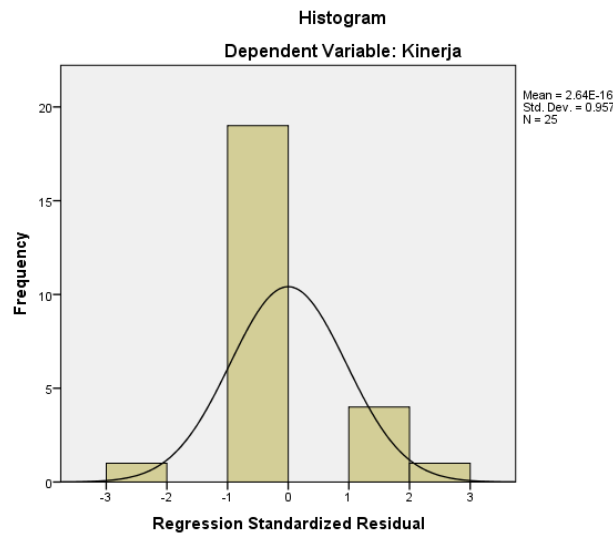
Graphics1. Normality Test Histogram

Based on the normality test results in Figure 1 regarding the histogram, it can be seen that the histogram forms a bell.
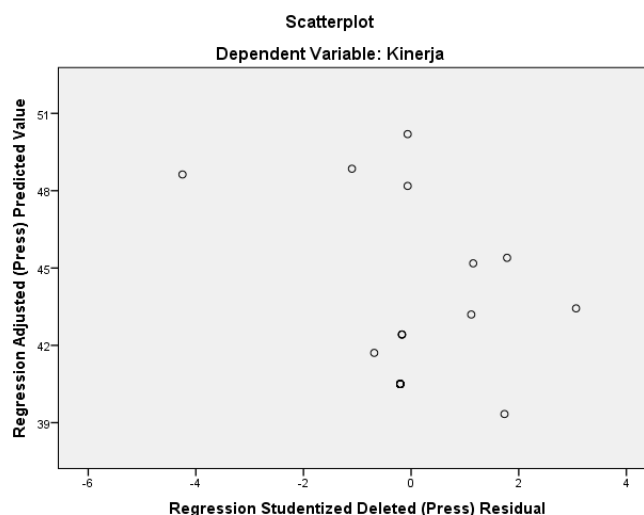
Figure 2. scatter plot

In Figure 2, the scatterplot display shows that the points are spread randomly above and below the studentized residual regression axis. Apart from that, the dots do not form a wavy pattern, widening then narrowing. So, based on the heteroscedasticity test above. In this model there are no symptoms of heteroscedasticity.

(4) Multiple Liner Regression Test

To find out whether there is an influence of organizational culture variables (X_1) and motivation (X_2) on teacher performance decisions (Y), this research carried out correlation coefficient analysis to determine the relationship and multiple linear regression analysis to determine the dependence of variable Y on variable X. In In this research, the relationship between organizational variables and motivation as an independent variable on teacher performance (Y).

Table 8. Multiple Linear Regression Coefficients

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.342	3.703		1.275	.046
	Culture	.465	.324	.565	1.400	.044
	Motivation	.901	.396	.743	2.274	.033

a. Dependent Variable: Perfomance

The following multiple linear equations are obtained:

Y = 1.342 + 0.465 X1 + 0.901 X2

The results of the multiple linear regression equation in table 5.22 provide the understanding that:

a. For the Organizational Culture variable (X_1) the regression coefficient is positive, this can be interpreted as if the Organizational Culture is getting better, then Teacher Performance at work will increase, namely increasing the Y value by 0.465 in paribus as well as if X_1 decreases by one unit.

b. For the Motivation variable (X_2) the regression coefficient is also positive, this can be interpreted as if Motivation is getting better, then Teacher Performance at work will increase, namely increasing the Y value by 0.901 cateris paribus as well as if X_2 decreases by one unit.

(5) Hypothesis

H0： There is a suspicion that Organizational Culture and Motivation have no effect on teacher performance.

H1： There is a suspicion that organizational culture and motivation influence teacher performance

If the probability is > 0.05 then Ho is accepted
If probability <0.05 then Ho is rejected

Based on the multiple linear regression test, it can be seen that in the sig. column, the variable has a significance value of 0.000 (below 0.05), which means that H_0 is rejected and H_1 is accepted, namely the suspicion that Organizational Culture and Work Motivation influence Teacher Performance, so it can be said that Organizational Culture (X_1) and Motivation (X_2) have an influence on Teacher Performance (Y) at Nusa Bangsa Jampang Parung Vocational School. Based on the correlation and regression results, it can be seen that the biggest relationship is Motivation and then Organizational Culture which influences Teacher Performance.

3. RESULTS AND DISCUSSION

Discussion

Meanwhile, the results of this research are

a. Respondent The Influence of Organizational Culture (X_1) on Teacher Performance (Y). Based on the results of the t statistical test, a significance value of 0.044 was obtained. This shows that organizational culture partially has a positive and significant effect on teacher performance.

b. Influence of Motivation (X_2) on Teacher Performance (Y). Based on the results of the t statistical test, a significance value of 0.033 was obtained. This shows that Motivation (X2) partially has a positive and significant effect on teacher performance.

c. The influence of simultaneous variables on teacher performance. Simultaneously (overall) there is a significant influence of Organizational Culture (X_1) and Motivation (X_2) on teacher performance. This statement is based on the Fcount value of 19.986 with a significance level of 0.000. Because the probability is smaller than 0.05, it can be concluded that there is a significant influence of Organizational Culture (X_1) and Motivation (X_2) together on Teacher Performance (Y).

d. The factor that most influences Teacher Performance (Y). From the results of data analysis, the regression equation in the research was obtained, namely: **$Y = 1,342 + 0,465 X_1 + 0,901 X_2$** It is explained that where Y is Teacher Performance, X_1 is Organization, X_2 is for Motivation. From this equation, it is known that the variable X_2 has an influence on Y of 0.901 units. Meanwhile, the variable

This is the same as Rianahsari's (2023) research, entitled The Influence of Organizational Culture and Motivation on Teacher Performance in State Middle Schools in Pangkalanbaru District. The results of his research show that organizational culture and motivation simultaneously have a significant effect on teacher performance. Second, organizational culture has a partial and significant effect on teacher performance. Third, teacher motivation has a partial and significant effect on teacher performance.

4. CONCLUSION

Conclusions and suggestions

The results of research on the influence of organizational culture and motivation on teacher performance at SMK Nusa Bangsa, Jampang Parung, Kemang, Bogor Regency, are as follows.

1. Organizational culture has a positive and significant effect on teacher performance at SMK Nusa Bangsa, Jampang Parung Kemang, Bogor Regency.

2. Motivation has a positive and significant effect on teacher performance at SMK Nusa Bangsa Jampang Parung Kemang Bogor Regency

3. Organizational culture and motivation together have a positive and significant effect on teacher performance at SMK Nusa Bangsa Jampang Parung Kemang Bogor Regency

Suggestion

Based on the research results and conclusions, there are several suggestions that the researcher makes for future research related to this research, namely:

1. Further research can be carried out by using or adding different variables such as allowances, salary, bonuses and others.

2. It can be conveyed to the leadership of SMK Nusa Bangsa to always maintain the organizational culture and motivation that has developed well.

Conclusion

Brand image does not partially have a significant effect on purchasing decisions for Honda Vario products. Price partially has a significant influence on purchasing decisions for Honda Vario products, product quality partially has a significant influence on purchasing decisions for Honda Vario products, brand image, price and product quality simultaneously have a significant influence on purchasing decisions.

The results of this research show that the price and product quality variables have a significant influence on purchasing decisions for Honda Vario products. Therefore, companies must implement more affordable prices to improve purchasing decisions and better quality products to improve the brand image of Honda products. Companies must improve their good brand image so that people's purchasing power increases and is not less competitive with other products.

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