

THE INFLUENCE OF WORK CULTURE ON WORK PRODUCTIVITY OF REGIONAL DRINKING WATER COMPANY EMPLOYEES (PDAM) BIREUEN DISTRICT

Julia^{1*}, Rudy Hartono², Kaimah Umar³, Faisal Razali⁴, Maryani⁵

^{1,2,3,4,5} Universitas Islam Kebangsaan Indonesia

Jl. Medan B. Aceh, Blang Bladeh, Kec. Jeumpa, Kabupaten Bireuen, Aceh

*Email: julia468729@gmail.com

ABSTRACT

This research aims to analyze the influence of work culture on the work productivity of PDAM Bireuen Regency employees. The approach in this research is a quantitative approach. The samples taken were 58 people District PDAM employees Bireuen. Research result, Work Culture (X) influences Employee Work Productivity (Y) Bireuen Regency Regional Drinking Water Company (PDAM).. Based on the comparison of tcount values with ttable, it can be explained that tcount > ttable (4,755 > 2.003) at significance t is smaller than a (0.000 < 0.05) so that Ho is rejected and Ha is accepted.

Keywords: Employee Productivity, Work Culture.

INTRODUCTION

Indonesia is a country with a very heterogeneous society with approximately 300 ethnic groups. This huge heterogeneity of societies has their own value systems and cultural norms. The existence of cultural variations and diversity will color variations in behavioral patterns of the people where that culture applies (Dwiyanto, 2016). According to Nawawi (2013), work culture is a habit that is carried out repeatedly by employees in an organization. Violations of this habit do not have strict sanctions, but organizational actors have morally agreed that this habit is a habit that must be adhered to in order to carry out work. to achieve goals. Meanwhile, according to Schein (2014), the definition of work culture is a pattern of basic assumptions created, discovered, or developed by a certain group as learning to overcome the problems of external adaptation and internal integration that occur within the company and therefore taught to new members as the right way to understand, think and feel related to these problems. Work productivity is an attitude and behavior of employees in the bureaucracy towards the regulations and standards set by the bureaucracy which have been realized both in the form of behavior and actions. Realizing work productivity is very important for the bureaucracy because with work productivity it is hoped that work will be carried out efficiently and effectively, so that this is ultimately very necessary in achieving the good goals that have been set (Kimsean, 2014: 315). In general, work productivity is defined as the relationship between real and physical results (goods or services) with actual intent. Productivity is also defined as the level of efficiency in producing goods and services, productivity expresses how to properly utilize resources in producing goods (Sinungan 2016:67). Tohardi (Sutrisno, 2015:24) suggests that work productivity is a mental attitude.

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A mental attitude that always looks for improvements to what already exists. A belief that someone can do a job better today than yesterday and tomorrow better than today. According to the National Productivity Council (in Sedarmayanti, 2009:14) it is said that productivity implies a mental attitude that always has the view: "the quality of life today must be better than yesterday and tomorrow better than today". Dwiyanto (2016) said that the concept of productivity not only measures the level of efficiency, but also the effectiveness of services.

METHODS

This research uses quantitative methods. The data sources in this research consist of primary data which came from PDAM Bireuen Regency. According to Sugiyono (2007) Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics. The total population in this study was 138 people District PDAM employees Bireuen with details of 108 permanent employees and 30 employees not fixed. According to Arikunto (2006) a sample is a portion or representative of the population studied. The sample was 58 people.

RESULTS

Respondent Characteristics

In the Bireuen Regency Regional Drinking Water Company (PDAM) there were 33 male respondents or (56.89%) and 25 female respondents or (43.11%). Meanwhile, the number of employees at the Bireuen Regency Regional Drinking Water Company (PDAM) aged 20-30 years was 23 people or (39.65%), respondents aged 31-40 years were 20 people or (34.48%), respondents who were 8 people aged 41-50 years or (13.79%), then respondents aged > 50 years were 7 people or (12.06%). For the final education level of employees at the Regional Drinking Water Company (PDAM) of Bireuen Regency, it is known that the majority have a high school education of 42 people or (72.41%).

Validity Test

Variable question items (X) Work Culture and variables (Y) Employee Work Productivity is valid, because all questions $r_{count} > r_{table}$.

Reliability Test

The results of the analysis of three variables are known that all variables, both Work Culture and Employee Work Productivity variables, are reliable because they have value Cronbach's Alpha > 0.60 , so it can be used to process further data.

Normality Test

This research uses a normality test with the Kolmogorov-Smirnov test to test whether the data distribution is normal or not.

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Table 1. Kolmogrov-Smirnov Normality Test Results

	Studentized Deleted Residual
Kolmogorov-Smirnov Z	1,083
Asymp. Sig. (2-tailed)	,191

Source: processed data (2024)

Based on the table on the normality test using the Kolmogrov-Smirnov method which is significant at $1.083 > 0.05$, it can be concluded that the regression method in this research has met the normality assumption.

Test Heteroscedasticity

The heteroscedasticity test aims to determine whether model deviation occurs because the variance of disturbances differs from one observation to another.

Scatterplot

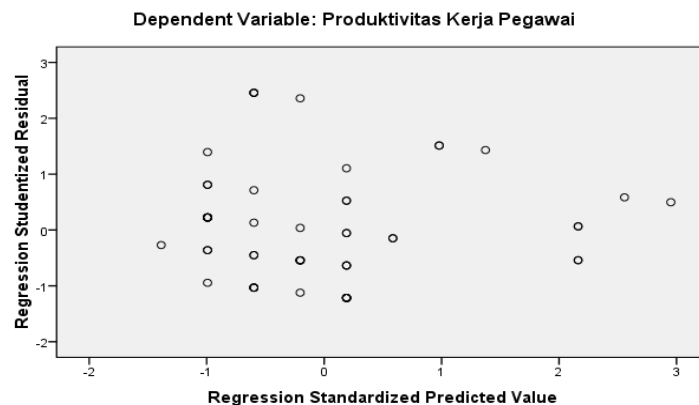


Figure 1. Heteroscedasticity Test

Detection of the presence or absence of heteroscedasticity can be done by looking at whether there is a certain pattern in the scatterplot graph between SRESID and ZPRED where the Y axis is Y that has been predicted, and the X axis is the residual (predicted Y – actual Y) that has been studentized. From Figure 4.2 above, you can see that the points are spread randomly and are spread both above and below the number 0 on the Y axis, there is no particular regular pattern. Therefore, it can be concluded that heteroscedasticity does not occur in this regression model.

Multicollinearity Test

If the VIF value is less than 10 or the tolerance value is > 0.10 , then there is no multicollinearity in the multiple regression model.

Table 2. Test Multicollinearity

Variable	Tolerance	VIF	Note
Work Culture (X1)	1,000	1,000	Multicollinearity does not occur

Source: processed data (2024)

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Based on the table above, the results of the multicollinearity test using SPSS show that the two independent variables, namely discipline and work motivation, show a VIF number of less than 10 and a tolerance value above 0.10. Thus, it can be concluded that the regression model is not multicollinear, so the existing regression model is suitable for use.

Multiple Linear Regression Analysis

This analysis is used to determine the influence of variable (X) Work Culture on variable (Y) Employee Work Productivity.

Table 3. Regression Results Linear Multiple

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16,424	2,060		7,973	,000
Work Culture	,460	,191	,428	4,755	,000

Source: processed data (2024)

The results of the multiple linear regression analysis in the table above can be systematically written as follows:

$$Y = 16,424 + 0.460X$$

(X = Work Culture, Y = Employee Work Productivity)

The interpretation of each variable coefficient is as follows:

1. The constant value is 16,424 shows that if the independent variable, namely Work Culture (X) is assumed to be constant, then Employee Work Productivity (Y) will increase by 16.42%.
2. Regression coefficient on variables Work Culture (X) of 0.460 shows that if Work Culture will be able to increase Employee Work Productivity amounting to 46.0%.

Partial Significance Test

The t test is used to determine the partial influence of the independent variable on the dependent variable.

Table 5. Statistical Test t

Variable	tcount	ttable	Sig.	KET
Work Culture (X)	4,755	2,003	0,000	Significant

Source: processed data (2024)

Based on the results of partial hypothesis testing in table 4.8 above, the significant influence of the independent variable Work Culture (X) can be explained. Marktcoun for variables Work Culture (X) of 4,755 while valuettable on sig a (0.05) and dk (56) is 2.003. Based on the comparison of tcount and ttable values, it can be explained that tcount > ttable (4,755 > 2.003) at significance t is smaller than a (0.000 < 0.05) so that Ho is rejected and Ha is accepted. Thus it can be concluded that Work Culture (X) influences Employee Work Productivity (Y) Bireuen Regency Regional Drinking Water Company (PDAM)..

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Correlation Coefficient and Determination Coefficient Test

Results correlation and the coefficient of determination can be seen in the table below:

Table 6. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.828a	.652	.035	1,741	1,551

Source: processed data (2024)

Based on the table above, it is known that the correlation coefficient (R) value is 0.828 and is in the interval between 0.8 to 0.9, so it can be concluded that the independent variable (Work Culture) has a percentage of degree of closeness of 0.828. Based on the table above, the R² (R Square) figure is 0.652 or 65.2%, so it can be concluded that the percentage of ability of the independent variable (Work Culture) in influencing the dependent variable (Employee Work Productivity) is very strong, namely 65.2%. Meanwhile, the remaining 38.8% is the influence of other variables not included in this research, such as leadership style, compensation, work environment and others.

DISCUSSION

Based on the results of this research it can be interpreted that Work Culture (X) influences Employee Work Productivity (Y) Bireuen Regency Regional Drinking Water Company (PDAM).. Based on the comparison of the tcount and ttable values, it can be explained that the tcount > ttable (4,755 > 2.003) at significance t is smaller than a (0.000 < 0.05) so that Ho is rejected and Ha is accepted. Thus it can be concluded that Work Culture (X) influences Employee Work Productivity (Y) Bireuen Regency Regional Drinking Water Company (PDAM). This research is in line with research by Hardono et al (2018), Luturmas (2017) & Pradana & Sutoro (2022). Finding Work Culture has a positive influence on Employee Work Productivity. According to Dessler (2015:9) that work culture is a process of teaching employees the skills needed to do their work. A strong work culture will create a conducive work atmosphere so that work quality will be improved. Work culture is an important part of a company because work culture is a characteristic that differentiates one company from another. Work culture is the process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities as well as possible.

CONCLUSION

Based on the comparison of the tcount and ttable values, it can be explained that the tcount > ttable (4,755 > 2.003) at significance t is smaller than a (0.000 < 0.05) so that Ho is rejected and Ha is accepted. Thus it can be concluded that Work Culture (X) influences Employee Work Productivity (Y) Bireuen Regency Regional Drinking Water Company (PDAM).

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