

An Influence of Organizational Culture and Supervision on Employee Performance Matahari Department Store Medan Fair

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ABSTRACT

This study aims to analyze the influence of organizational culture and supervision on the performance of the employees of the Matahari Department Store Medan Fair. The data collected in this study were primary data and secondary data, which were collected through data collection instruments in the form of questionnaires, interviews and documentation studies. The sample in this study were 70 respondents. This study uses quantitative data, with multiple linear regression analysis method. The test results show that partially the organizational culture variable has a positive and significant effect on employee performance. Supervision variable has a positive and significant effect on employee performance. Meanwhile, simultaneously, the variables of organizational culture and supervision have a positive and significant effect on company performance.

Keywords: *Organizational Culture, Supervision and Employee Performance*

INTRODUCTION

Human resources are the company's most critical assets because they are subject to implementing policies and operational activities. For the company to continue to exist, it must be brave to face challenges and their implications, namely, to face change and win the competition. Resources owned by the company, such as capital, methods, and machines, cannot provide optimum results if human resources do not support them with optimum performance. Employee performance, which is the result of the thought and energy of an employee on the work he does, can be tangible, seen, and counted in the number. However, in many cases, the results of thought and energy cannot be counted and seen, such as ideas for solving a problem or innovation of a new product or service. It could also be an invention of more efficient work procedures. The existence of employees in the organization determines the success and continuation of the organization in order to achieve organizational goals. Management needs to provide vital support in motivating employees to work professionally so that employees can achieve performance by their organization's expectations.

Good performance for individuals and groups becomes the center of attention to improve organizational performance. The organization's goal is to achieve high productivity by conducting employee performance assessments to determine the extent to which employees can play a role in the development and growth of the company in order to keep up with the times of change and very tight competition. *Performance* is an effort made from the work achieved by a person or group of people in an organization by their respective authorities and responsibilities to achieve the goals of the organization concerned legally, not violating the law, and according to morals and ethics (Usman, 2011). An employee with a good work spirit will undoubtedly have a positive attitude such as loyalty, joy, cooperation, pride, and obedience to duty. In contrast to employees with low morale, because employees tend to show a passive attitude such as arguing,

feeling restless at work, and feeling uncomfortable, this makes employee performance decline.

The factor that is considered to affect employee performance is that the current organizational culture is something that the company must pay attention to. Companies that have a high culture have a better competitive advantage. In addition, companies that pay attention to organizational culture have a better level of employee involvement when compared to companies that do not pay attention to the culture in their organizations. This is because culture, be it a high or low culture, influences the overall performance of the organization. Organizational culture is closely related to employee empowerment in an organization. Organizational culture will help employee performance to give their best ability to take advantage of the opportunities provided by their organization. The stronger the organizational culture, the greater the motivation of employees to move forward with the organization. According to Putra (2015), organizational culture can be the main competitive advantage instrument, namely whether the organization supports the organization's strategy and whether the organizational culture can respond quickly and accurately or face environmental challenges.

The presence of organizational culture is certainly highly expected for the company, as well as supervision which is an essential part so that the existing values can be understood and applied by employees so that good and optimal performance can be achieved. The implementation of supervision is essential for organizations, agencies, and private companies because with the implementation of supervision of the work carried out by employees or employees in a company, errors, and deviations from the implementation of a job will be known. So that with the implementation of good supervision, it is expected that the performance of employees or employees can be further improved. Supervision is an essential management function.

This research was conducted on employees of the Matahari Department Store Medan Fair, where there was a decrease in performance seen from the number of items sold. Increasing the performance of Matahari Department Store Medan Fair employees as one of the leading companies in the fashion sector today must pay more attention so that employee performance can be improved in several ways, namely by instilling an optimal organizational culture and supervision so that it affects work behavior, which in turn will affect performance. The company as a whole. Employee performance must continue to improve to produce quality individuals and have good performance. No asset is more important than employees. The resilience and agility of employees are the core of the company's progress.

LITERATURE REVIEW

Understanding Organizational Culture

Culture is essentially a process of integration of a human behavior that includes thoughts, words and actions with the learning process. In human life is influenced by the culture in which they are located. The same thing will happen in an organization or company, the mix of all values, beliefs and behaviors of each member of the organization will form the organizational culture. According to Sutrisno (2018: 20) organizational culture is an invisible social force that can be moved by people in an organization to carry out work activities. Understanding organizational culture according to Robbins in Wibowo (2013:37) is a shared value system in an organization that determines the level of how employees carry out activities to achieve organizational goals.

Because in principle, the company is also an organization, although there are those who disagree that the organization is a company. Organizational culture is the result of a process of melting and merging the cultural style and or behavior of each individual that was brought before into a new norm and philosophy, which has energy and group pride in dealing with certain things and goals.

Supervision

Supervision has an important meaning for every organization. Supervision aims so that the results of the implementation of the work are obtained in an efficient and effective manner, in accordance with a predetermined plan. And as it is known that each leadership function is closely related to each other, namely: planning, organizing, compiling and giving orders and supervision. All of this is a procedure or sequence of implementation in realizing the goals to be achieved. Of all the leadership functions, the supervisory function is one of the keys that determine the success of the previously planned goals or objectives.

According to Daulay (2017: 218) states that supervision is a systemic effort to set implementation standards with planning objectives, designing feedback information systems, comparing real activities with predetermined standards, determining and measuring deviations and taking corrective actions necessary to ensure that all resources owned by the company have been used in the most effective and efficient manner in achieving company goals.

Employee performance

Performance is the willingness of a person or group to carry out activities or perfect them in accordance with the responsibilities given. Organizational performance will be largely determined by the elements of its employees. Therefore, in measuring the performance of an organization, it should be measured in the appearance of the work of its employees. Performance is the result of work achieved and obtained by someone in carrying out and carrying out the tasks that have been given to that person based on experience, skills and time, (Hasibuan, 2016). Employee performance is the achievement of work results that have gone through a work process based on natural abilities or abilities gained from experience (Prasetya, 2016). Employee performance is a very important thing for the company to achieve the goals that have been set, so that various efforts are carried out by the company to improve employee performance by evaluating performance and making various innovations for the effectiveness and efficiency of employee performance. Employee performance is an important aspect that is individual.

Because an employee has different levels of expertise and abilities in the job. The work is based on the success indicators set by the company. The result of the work is an employee performance result (Tarigan, 2019). Because an employee has different levels of expertise and abilities in the job. The work is based on the success indicators set by the company. The result of the work is an employee performance result (Tarigan, 2019). Because an employee has different levels of expertise and abilities in the job. The work is based on the success indicators set by the company. The result of the work is an employee performance result (Tarigan, 2019).

METHODS

This type of research uses a descriptive quantitative approach. According to Sugiyono (2017: 8) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, quantitative/statistical data analysis, with the aim of testing hypotheses that have been established. set. Descriptive quantitative research in this study was conducted to determine the value of independent variables, either one or more (independent) variables without making comparisons or connecting with other variables.

The sampling technique used in this study is a non-probability sampling technique. If the number of respondents is less than 100, all samples are taken so that the research is a population study (Sugiyono, 2016:85). Meanwhile, if the number of respondents is more than 100, then the sampling is 10%-15% or 20%-25% or more (Arikunto, 2012). Based on this opinion, the sampling in this study is 25% of the existing population, because the total population exceeds 100, namely 140 respondents, so $140 \times 50\%/100 = 70$. So the sample used in this study was 70 respondents.

RESULTS

Multiple Linear Regression Analysis

Table 2. Multiple Linear Regression Analysis

		Coefficients ^a			
		Unstandardized Coefficients	Standardized Coefficients	t	Sig.
		B	Beta		
Model					
1	(Constant)	3.650		1.178	0.243
	Org. Culture	0.677	0.483	4,502	0.000
	Supervision	0.259	0.162	2.509	0.006

a. Dependent Variable: Employee Performance

Based on Table 2, the results of the multiple linear regression test are in the regression coefficient column. The standard multiple linear regression equation can be obtained as follows:

$$Y = 3.650 + 0.677X_1 + 0.259X_2 + e$$

It is known that the constant value is 3.650. This value can be interpreted if organizational culture and work supervision affect the dependent variable of employee performance, then the value of the dependent variable of employee performance is 3.650. It is known that the regression coefficient value of the organizational culture variable is 0.677, which is positive. This means that when organizational culture increases by 1 unit, then employee performance tends to increase by 0.877. It is known that the regression coefficient value of the monitoring variable is 0.259, which is positive. This means that when supervision increases by 1 unit, then employee performance tends to increase by 0.259.

Hypothesis test

Pertially test

Table 3. t test results

		Coefficients ^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	3.650	3.099		1.178
	Org. Culture	.677	.150	0.483	4,502
	Supervision	.259	.172	0.162	1.509
					Sig.
					.243
					0.000
					0.006

a. Dependent Variable: Employee Performance

Based on Table 3, it can be seen that the tcount value of the organizational culture variable (X1) > from ttable is 4.502 > 1.666 and sig < alpha is 0.000 < 0.05, meaning that the organizational culture variable (X1) has a positive and significant effect on employee performance variables (Y) Matahari Department Store Medan Fair. It is known that the tcount value of the supervision variable (X2) > from ttable is 2,509 > 1,666 and sig < alpha is 0.006 < 0.05, meaning that the supervision variable (X2) has a positive and significant effect on employee performance variables (Y) Matahari Department Store Medan Fair.

Simultaneous test

Table 4. F . Test Results

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	372,017	2	186.008	15,020	0.000b
	Residual	829,755	67	12,384		
	Total	1201.771	69			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Supervision, Organizational Culture

Based on Table 4., it can be seen that this equation model has a significant level of 0.000 which is smaller than the alpha of 0.05. This means that all independent variables which include organizational culture (X1) and supervision (X2) are significant explanations for the dependent variable, namely employee performance (Y). The results show that Fcount > from Ftable which is 15,020 > 3.13, while sig. < of alpha that is 0.000 < 0.05, indicating that simultaneously the independent variables, namely organizational culture (X1) and supervision (X2) have a positive and significant effect on the dependent variable of employee performance (Y) Matahari Department Store Medan Fair.

Coefficient of Determination (R²)

Table 5. Results of the Coefficient of Determination (R²)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.556a	0.510	0.289	3.51915

a. Predictors: (Constant), Supervision, Organizational Culture

Based on Table 5., the R² (R Square) number is 0.510 or 51.0%. This shows that organizational culture (X1) and supervision (X2) on employee performance (Y) Matahari Department Store Medan Fair is 51.0% while the remaining 49.0% is explained or influenced by other variables not examined in this study.

CONCLUSION

Based on the results of these studies, the conclusions of this study are as follows:

1. Organizational culture positive and significant effect on employee performance (Y) Matahari Department Store Medan Fair.
2. Supervision has a positive and significant effect on the performance of employees (Y) Matahari Department Store Medan Fair.
3. Organizational culture and supervision together positive and significant effect on employee performance (Y) Matahari Department Store Medan Fair.

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