

The Influence of Work Culture and Motivation on Employee Performance in the Logistics Affairs of the Police Headquarters Planning and Service Administration Sub-Division

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Article Info	ABSTRACT
Keywords: Work Culture and Motivation on Employee Performance.	Employee Performance Improvement. 2) To find out and analyze the influence of motivation on improving employee performance. 3) To find out and analyze the Influence of Work Culture and Motivation on Employee Performance in Logistics Affairs, Sub-Section Planning and Administration of Police Headquarters Services. This research approach is quantitative, descriptive and associative. In this study the authors narrowed the population, namely the number of employees of the Logistics Affairs Sub-Division of Planning and Administration of the Police Headquarters Service of 100 employees. The results of this study indicate that: 1) the t-value for the Work Culture variable (X1) is 3.950 while the t-table value for N = 31 is 2.039. So $3.950 > 2.039$, then H_0 is rejected and H_a is accepted, it can be stated that Work Culture (X1) has a significant effect on Employee Performance (Y). 2) the tcount value for the Motivation variable (X2) is 2,986, while the ttable value for N = 31 is 2,039. So $2,986 > 2,039$, then H_0 is rejected and H_a is accepted, it can be concluded that the motivation variable (X2) partially affects employee performance (Y). 3) ANOVA obtained Fcount value of 14.111 Medium Ftable (α 0.05) for N = 31 of 2.91. So Fcount > from Ftable (α 0.05) or $14.111 > 2.91$ with a significant level of 0.000 because $0.000 < 0.05$, it can be said that Work Culture (X1) and Motivation (X2) together have a positive effect on Employee Performance (Y). Adjusted R Square (R ²) value is 0.466. This shows that 46.6% of Work Culture (X1) and Motivation (X2) simultaneously affect Employee Performance (Y) while the remaining 53.4% is influenced by other factors not examined in this study.
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INTRODUCTION

The achievement of industrialization is inextricably linked to the development of human resources (HR). Various strategies have been employed by the government to create a just and prosperous society through improved living standards. These efforts, however, are not limited to a single sector but span across multiple industries, with both government and private sectors playing an essential role in driving economic progress. The establishment and management of these industries require skilled personnel who are not only technically proficient but also committed to their roles and responsibilities.

The success of management within any organization or company is highly dependent on the performance of its employees. This performance is crucial for the sustainability, growth, and continued success of the business. The performance of employees has a direct impact on the overall performance of the organization, as well as on the achievement of its long-term goals and objectives. Consequently, the role of human resources becomes even more vital in ensuring that the organization can thrive in a competitive environment. The management of human resources must focus not only on attracting and hiring talented individuals but also on continuously developing and retaining them to maximize their potential.

Human resources have a profound influence on the performance of an organization. Effective utilization of human resources ensures that the company remains competitive and is able to adapt to changing circumstances. This, in turn, secures the organization's long-term success and growth. In addition to having competent and skilled employees, an organization must foster a work environment that encourages continuous improvement, innovation, and collaboration. Employee performance is therefore not just a matter of technical ability but is also influenced by motivation, leadership, organizational culture, and work conditions.

Performance is often regarded as one of the most important indicators of individual and organizational success. It reflects the success an individual or group of employees has in performing their tasks, meeting targets, and contributing to the overall goals of the organization. Performance is typically measured by the quality and quantity of work delivered, the ability to meet deadlines, and the extent to which employees adhere to company values and objectives. High levels of employee performance lead to higher organizational performance, which, in turn, results in achieving business goals, increased profitability, and overall organizational growth.

Various factors can influence employee performance, including compensation, job satisfaction, discipline, training, motivation, leadership, work environment, and organizational culture. Compensation and benefits are crucial to maintaining employee satisfaction and motivation, while training and development opportunities help improve employees' skills and competencies. A positive work culture plays an essential role in fostering collaboration, innovation, and job satisfaction, which

ultimately enhance performance. On the other hand, poor attendance, low morale, and lack of motivation can significantly hinder the overall productivity of employees.

Organizational culture is another key factor that has a significant impact on employee performance. Culture encompasses the values, beliefs, attitudes, and behaviors shared by members of the organization. It shapes how employees interact with one another, how they approach their work, and how they perceive the goals and mission of the organization. A strong and positive organizational culture fosters a sense of belonging, encourages teamwork, and motivates employees to perform at their best. Conversely, a negative or toxic work culture can lead to low morale, poor communication, and decreased performance.

Motivation is one of the most critical factors in improving employee performance. Motivation is the internal or external force that drives individuals to take action, complete tasks, and achieve goals. It influences the level of effort and commitment that employees put into their work. Motivation can come from both intrinsic and extrinsic sources. Intrinsic motivation is driven by personal satisfaction, a sense of achievement, or the desire to contribute meaningfully to the organization, while extrinsic motivation comes from external rewards such as salary increases, promotions, or recognition.

Effective leadership plays a pivotal role in motivating employees. Leaders who provide clear direction, offer constructive feedback, and demonstrate appreciation for employees' contributions are more likely to inspire high levels of motivation and performance. Additionally, a supportive work environment, where employees feel valued and empowered, can significantly enhance motivation and, as a result, improve performance.

Employee performance is not only influenced by individual capabilities but also by the overall organizational environment. A culture of open communication, trust, and collaboration can foster greater initiative and a sense of ownership among employees, which enhances their willingness to take responsibility and perform at their best. On the other hand, poor communication and lack of coordination can lead to misunderstandings, inefficiencies, and a decrease in employee motivation.

In addressing issues of performance, organizations must focus on improving both individual and collective performance. Employees should be given opportunities to develop their skills and competencies through training and development programs. Additionally, they should be provided with the necessary resources and tools to perform their jobs effectively. Organizations should also focus on creating an environment that supports continuous learning and development, where employees are encouraged to take initiative, collaborate with colleagues, and strive for excellence.

Motivation is a key driver of performance, and organizations that invest in motivating their employees through both intrinsic and extrinsic rewards are likely to see significant improvements in overall performance. Leaders must understand the unique needs and aspirations of their employees

and tailor their motivational strategies accordingly. By doing so, they can ensure that employees remain engaged, productive, and committed to achieving the organization's goals.

In summary, performance, work culture, and motivation are interrelated and play a significant role in determining the success of an organization. High employee performance leads to organizational growth and success, and it is driven by a combination of factors including compensation, training, leadership, and a positive organizational culture. A motivated workforce, supported by a conducive work environment and strong leadership, is essential for achieving long-term organizational goals and maintaining a competitive edge in the market.

METHOD

The research activities were conducted at the Logistics Affairs Subdivision of the Planning and Administration Division of the Police Headquarters Services. The research was carried out from July 2022 to October 2022.

The population in this study consists of 31 employees at the Logistics Affairs Subdivision of the Planning and Administration Division of the Police Headquarters Services. The sampling technique used is Total Sampling, where the entire population is selected as the sample because the population size is under 100. Therefore, all 31 employees were included as respondents in this study.

The data analysis technique used is quantitative, involving statistical analysis through the SPSS 20.00 program. For the validity test, the correlation between each statement and the total score is calculated using the product-moment correlation formula. A questionnaire is considered valid if the calculated value (r_{xy}) exceeds the critical value (r_{table}) at a 5% significance level.

The reliability test is conducted to assess the consistency of the instrument. According to Arikunto (2013), reliability indicates that the instrument is trustworthy, and Cronbach's Alpha formula is used for this purpose.

Multiple linear regression analysis is used to predict how changes in independent variables affect the dependent variable. This analysis involves two or more independent variables and one dependent variable, allowing the researcher to assess the strength of the influence of multiple independent variables on the dependent variable simultaneously.

RESULTS AND DISCUSSION

Influence of Work Culture (X1) on Employee Performance (Y)

The calculated t value for the Work Culture variable (X1) is 3.950 while the t table value

for $N = 31$ is 2.039. So $3.950 > 2.039$, then H_0 is rejected and H_a is accepted, it can be stated that Work Culture (X_1) has a significant effect on Employee Performance (Y).

The Influence of Motivation (X_2) on Employee Performance (Y)

The calculated t value for variable X_2 (the calculated t value for the Motivation variable (X_2) is 2.986, while the t table value for $N = 31$ is 2.039. So $2.986 > 2.039$, then H_0 is rejected and H_a is accepted, it can be concluded that partially the Motivation variable (X_2) has an effect on Employee Performance (Y).

Anova Test

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	348,241	2	174,121	14.111	,000 ^b
Residual	345,500	28	12,339		
Total	693,742	30			

a. Dependent Variable: Kinerja Pegawai (Y)

b. Predictors: (Constant), Motivasi (x_2), Budaya Kerja (X_1)

The ANOVA test obtained an F_{count} value of 14.111. While F_{table} ($\alpha 0.05$) for $N = 31$ was 2.91. So $F_{count} > F_{table}$ ($\alpha 0.05$) or $14.111 > 2.91$ with a significant level of 0.000 because $0.000 < 0.05$, it can be said that Work Culture (X_1) and Motivation (X_2) together have a positive effect on Employee Performance (Y).

Coefficient of Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,709 ^a	,502	,466	3,51273	1,544

a. Predictors: (Constant), Motivasi (X_2), Budaya Kerja (X_1)

b. Dependent Variable: Kinerja Pegawai (Y)

Durbin-Watson value = 1.544. At a significance level of 5% with $n = 31$, $k = 2$ obtained $dL = 1.296$ and $dU = 1.570$, so the value of $4 - dU = 2.43$. Because the value of $DW = 1.544$ is at $dU < d < 4 - dU$, namely $1.570 < 1.544 < 2.43$, it can be concluded that there is no positive or negative autocorrelation.

CONCLUSION

There is an influence of work culture on employee performance. This is evidenced by the t-value for the work culture variable (X1) being 3.950, while the t-table value for N = 31 is 2.039. Since $3.950 > 2.039$, the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted. It can be concluded that work culture (X1) has a significant effect on employee performance (Y).

There is also an influence of motivation on employee performance. The t-value for the motivation variable (X2) is 2.986, while the t-table value for N = 31 is 2.039. Since $2.986 > 2.039$, the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted. It can be concluded that motivation (X2) partially affects employee performance (Y).

Furthermore, there is a combined effect of work culture and motivation on employee performance. This is supported by the results of the ANOVA test, where the calculated F-value is 14.111 and the F-table value at α 0.05 for N = 31 is 2.91. Since the calculated F-value (14.111) is greater than the F-table value (2.91), with a significance level of 0.000 (which is less than 0.05), it can be concluded that work culture (X1) and motivation (X2) together have a positive influence on employee performance (Y). The Adjusted R Square (R2) value is 0.466, indicating that 46.6% of the variation in employee performance (Y) is explained by work culture (X1) and motivation (X2) simultaneously, while the remaining 53.4% is influenced by other factors not examined in this study.

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