



The Influence of Organizational Culture and Organizational Climate on Employee Performance at Halu Oleo University, Kendari, Southeast Sulawesi Province

Alfonsus Beo Say¹; Muhammad Makruf²

STIE Unisadhuguna
alfons.bsay@ubs-usg.ac.id

STIE Unisadhuguna
muhammadmakruf1701@gmail.com

Abstract

The organizational culture at Halu Oleo University, Kendari, Southeast Sulawesi Province, is still not optimal as expected, so this organizational culture has become a concern for progress. Halu Oleo University, Kendari, Southeast Sulawesi Province. The purpose of the study itself is not to analyze, but to find out the results of the analysis, the results of the hypothesized calculations. The results of the study show that, the calculated t value for variable X1 (Organizational Culture) is 6.308 while the t table value for $n = 75$ is 1.993. So $6.308 > 1.993$, it can be concluded that partially the organizational culture variable (X1) has an effect on Employee Performance (Y), the calculated t value for variable X2 (Organizational Climate) is 12.573 while the t table value for $n = 75$ is 1.993. So $12.573 > 1.993$ can be concluded that partially the Organizational Climate variable (X2) has an effect on Employee Performance (Y), the calculated f value is 88.905 which is greater than the f table value for $n = 75$ of 3.12 or $88.905 > 3.12$ with a significance level of 0.00 because $0.00 < 0.05$, so it can be said that Organizational Culture (X1) and Organizational Climate (X2) simultaneously together are able to explain Employee Performance (Y).

Keywords: Organizational Culture, Organizational Climate, Employee Performance

1 Introduction

With developments in the era of globalization, the paradigm of organizational management must change. This paradigm shift is driven by organizational demands, namely environmental demands and economic competitiveness.

Every organization has its own methods, customs, and rules for achieving its goals and missions, including ways of interacting with one another (in society) and addressing the problems faced by the organization. This way of life is based on the beliefs held and a philosophy of life based on the relationship between humans and their environment. These beliefs serve as basic assumptions that underlie all programs, strategies, and activity plans. Based on these basic assumptions, activities (long-term and short-term strategies) are planned, resulting in high value when these activities do not violate the rules/procedures that

have been programmed. In other words, the organization has a culture in accordance with the basic assumptions of its leaders.

Thus, the organizational culture at Halu Oleo University, Kendari, Southeast Sulawesi Province, is still not optimal as expected, so this organizational culture has become a concern for progress. Halu Oleo University, Kendari, Southeast Sulawesi Province itself.

In addition to organizational culture, as previously mentioned, organizational climate also plays a significant role in creating job satisfaction and supporting work performance. Organizational climate is closely related to the creation of a conducive work environment, thereby fostering harmonious relationships and cooperation among members of the organization. Efforts to create a conducive organizational climate, particularly between employees and leaders, aim to foster harmonious cooperation and facilitate the achievement of organizational goals. Thus, a harmonious organizational climate can enhance employee performance.

The organizational climate that occurs at Halu Oleo University, Kendari, Southeast Sulawesi Province is a lack of open communication so that employees feel unable to speak openly about ideas, concerns, or problems they face, in addition to the lack of employee involvement, they feel they are not involved in the decision-making process or strategic planning.

2 Research Methods

The method used in this research is quantitative, measuring research variables numerically and analyzing the data using statistical methods. This research was processed using IBM SPSS version 26.

3 Results and Discussion

1. Instrument Test

a) Validity Test

Pernyataan	Budaya Organisasi (X1)		
	r Hitung	r Tabel	Keterangan
1	0,801	0,224	Valid
2	0,857	0,224	Valid
3	0,917	0,224	Valid
4	0,917	0,224	Valid
5	0,822	0,224	Valid

Sumber : Hasil olahan data SPSS 26

Based on the table above, it can be seen that for each statement in the Organizational Culture variable (X1), all instruments can be said to be valid, because the calculated r value produced is much greater than the existing r table value for n = 75 (Seven Five), namely 0.224.

Pernyataan	Iklim Organisasi (X2)		
	r Hitung	r Tabel	Keterangan
1	0,754	0,224	Valid
2	0,764	0,224	Valid
3	0,685	0,224	Valid
4	0,794	0,224	Valid
5	0,602	0,224	Valid

Sumber : Hasil olahan data SPSS 26

Based on the table above, it can be seen that for each statement in the Organizational Climate variable (X2), all instruments can be said to be valid, because the calculated r value produced is much greater than the existing r table value for n = 75 (Seven Five), namely 0.224.

Pernyataan	Kinerja Karyawan (Y)		
	r Hitung	r Tabel	Keterangan
1	0,935	0,224	Valid
2	0,953	0,224	Valid
3	0,954	0,224	Valid
4	0,930	0,224	Valid
5	0,910	0,224	Valid

Sumber : Hasil olahan data SPSS 26

Based on the table above, it can be seen that for each statement in the Employee Performance variable at Halu Oleo University, Kendari, Southeast Sulawesi Province (Y), all instruments can be said to be valid, because the calculated r value produced is much greater than the existing r table value for n = 75 (Seven Five), namely 0.224.

b) Reliability Test

Reliability Statistics

Cronbach's Alpha	N of Items
,913	5

Based on the table above, for the reliability test of the Organizational Culture variable (X1) with a Cronbach's Alpha value of 0.913 for a Cronbach's Alpha Reliability standard of 0.60, it can be concluded that the research instrument regarding the organizational culture variable (X1) is reliable.

Reliability Statistics

Cronbach's Alpha	N of Items
,739	5

Based on the table above, for the reliability test of the Organizational Climate variable (X2) with a Cronbach's Alpha value of 0.739 for a Cronbach's Alpha Reliability standard of 0.60, it can be concluded that the research instrument regarding the Organizational Climate variable (X2) is reliable.

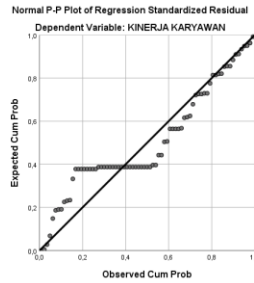
Reliability Statistics

Cronbach's Alpha	N of Items
,964	5

Based on the table above, for the reliability test of the employee performance variable at Halu Oleo University, Kendari, Southeast Sulawesi Province (Y) with a Cronbach's Alpha value of 0.964 for a Cronbach's Alpha Reliability standard of 0.60, it can be concluded that the research instrument regarding the employee performance variable at Halu Oleo University, Kendari, Southeast Sulawesi Province (Y) is reliable.

2. Classical Assumption Test

a) Normality Test



From the results of the normality test above, it is known that the data is around the diagonal line and follows the direction of the diagonal line, so the regression model is suitable for use because it meets the normality assumption.

b) Multicollinearity Test

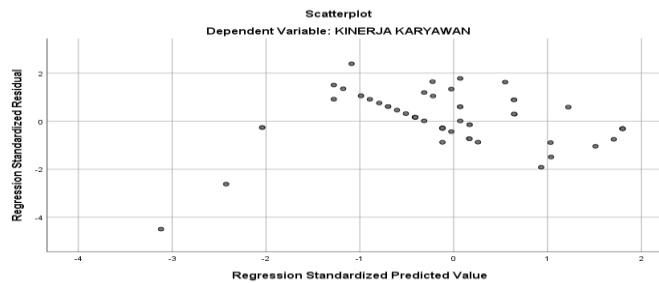
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,321	1,769		,182	,856		
	BUDAYA ORGANISASI	,249	,095	,199	2,630	,010	,697	1,434
	IKLIM ORGANISASI	,760	,080	,717	9,470	,000	,697	1,434

a. Dependent Variable: KINERJA KARYAWAN

Based on the table above, it is known that the tolerance variable X1=0.697, X2=0.697 and VIF X1=1.434, X2=1.434, meaning that there is no multicollinearity.

c) Heteroscedasticity Test



Based on the image above, we can see the sketch plot. If the points are spread out and have a pattern, then heteroscedasticity occurs, because it meets the requirements.

3. Multiple Linear Regression Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,321	1,769		,182	,856		
	BUDAYA ORGANISASI	,249	,095	,199	2,630	,010	,697	1,434
	IKLIM ORGANISASI	,760	,080	,717	9,470	,000	,697	1,434

a. Dependent Variable: KINERJA KARYAWAN

To determine the value of the multiple linear regression equation as follows: $Y' = 0.321 + 0.249 X1 + 0.760 X2$. It can be explained as follows:

- 1) The intercept constant value of 0.321 states that if the Organizational Culture variable (X1), the Organizational Climate variable (X2) remains unchanged, then every 1 unit increase in the constant will increase Performance by 0.32.
- 2) The regression coefficient value of the Organizational Culture variable (X1) on the Employee Performance variable (Y) is 0.249. This means that if Organizational Culture (X1) increases by 1 unit, it will increase the Employee Performance variable (Y) by 0.249, assuming the Organizational Climate variable (X2) and the constant are considered constant.
- 3) The regression coefficient value of the Organizational Climate variable (X2) on the Employee Performance variable (Y) is 0.760. This means that if the Organizational Climate variable (X2) increases by 1 unit, it will increase the Employee Performance variable (Y) by 0.760, assuming the Organizational Culture variable (X1) is considered constant.

4. Coefficient of Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,844 ^a	,712	,704	1,693

a. Predictors: (Constant), IKLIM ORGANISASI, BUDAYA ORGANISASI
 b. Dependent Variable: KINERJA KARYAWAN

Based on the table above, namely the Summary Model which produces an R Square value of 0.712, it means that Organizational Culture and Organizational Climate together are able to explain the Employee Performance variable by 71.2% while the remaining 28.8% are other factors not examined in this study such as leadership style, communication patterns, organizational policies, work-life balance, employee recognition, workplace and equipment, and work enthusiasm.

5. Statistical Test

a) T-Test (Partial Test)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,948	2,530		1,956	,054
	BUDAYA ORGANISASI	,741	,117	,594	6,308	,000

a. Dependent Variable: KINERJA KARYAWAN

Based on the table above, organizational culture (X1) on Employee Performance (Y) If we pay attention to the results of the coefficients table above using SPSS Version 26 analysis calculations, the calculated t value for variable X1 (Organizational Culture) is 6.308 while the t table value for n = 75 is 1.993. So $6.308 > 1.993$, it can be concluded that partially the Organizational Culture variable (X1) has an effect on Employee Performance (Y).

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,323	1,405		2,366	,021
	IKLIM ORGANISASI	,876	,070	,827	12,573	,000

a. Dependent Variable: KINERJA KARYAWAN

Based on the table above, Organizational Climate (X2) on Employee Performance (Y) If we pay attention to the results of the coefficients table above using SPSS Version 26 analysis calculations, the calculated t value for variable X2 (Organizational Climate) is 12,573 while the t table value for n = 75 is 1,993. So $12,573 > 1,993$ it can be concluded that partially the Organizational Climate variable (X2) has an effect on Employee Performance (Y).

b) F Test (Simultaneous Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	509,635	2	254,817	88,905	,000 ^b
	Residual	206,365	72	2,866		
	Total	716,000	74			

a. Dependent Variable: KINERJA KARYAWAN
 b. Predictors: (Constant), IKLIM ORGANISASI, BUDAYA ORGANISASI

From the results of the ANOVA test or f count, the calculated f value is 88.905 which is greater than the f table value for n = 75 of 3.12 or $88.905 > 3.12$ with a significance level of 0.00 because $0.00 < 0.05$, so it can be said that Organizational Culture (X1) and Organizational Climate (X2) simultaneously together are able to explain Employee Performance (Y).

4 Conclusion

1. This study proves the truth of the hypothesis that there is a partial influence of Organizational Culture on Employee Performance at Halu Oleo University, Kendari, Southeast Sulawesi Province. This can be seen from the calculated t value for variable X1 (Organizational Culture) of 6.308 while the t table value for n = 75 is 1.993. So $6.308 > 1.993$, it can be concluded that the Organizational Culture variable (X1) partially influences Employee Performance (Y).
2. This study proves the truth of the hypothesis that there is a partial influence of Organizational Climate on Employee Performance at Halu Oleo University, Kendari, Southeast Sulawesi Province. This can be seen from the calculated t value for variable X2 (Organizational Climate) of 12.573 while the t table value for n = 75 is 1.993. So $12.573 > 1.993$ can be concluded that partially the Organizational Climate variable (X2) has an effect on Employee Performance (Y).
3. This research proves the truth of the hypothesis that there is a simultaneous influence of Organizational Culture and Organizational Climate on Employee Performance at Halu Oleo University, Kendari, Southeast Sulawesi Province. This can be seen from the calculated f value of 88.905 which is greater than the f table value for n = 75 of 3.12 or $88.905 > 3.12$ with a significant level of 0.00 because $0.00 < 0.05$, so it can be said that Organizational Culture (X1) and Organizational Climate (X2) simultaneously together are able to explain Employee Performance (Y).

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