

Influence Culture Organization, Job Satisfaction to Enhancement Performance Employee: An Overview

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Abstract- Employee performance becomes a necessary thing noticed seriously by the company because the performance of employees in various aspects will impact the performance of the company as a whole in a way that is direct to the company's performance. Many factors, including employee satisfaction, compensation, and the organization's culture, influence employee performance in a company. This study method references a literature review that explores and adjusts several related theories to fit the theme study. The literature review focuses on the influence of culture organization and job satisfaction on performance. The study uses secondary data, which results from research related to culture organization, job satisfaction, and performance, to identify, process, and analyze existing data found as information. A cultural organization's role is essential in influencing the performance of various types of organizations. Studies show that culture organization and job satisfaction are influential on the performance of employees. Maintaining a strong and positive organizational culture is essential for increased performance and superiority in a dynamic and competitive business environment. This, as well as building environment-positive work, increases productivity and effectiveness of work.

Keywords: culture organization, job satisfaction, performance.

I. INTRODUCTION

The term "performance" is very familiar in governance practices. The current Indonesian government is good at either the level center or area. This matter is especially seen in the publication of various regulations related to government reform. Governance reform was held through publishing Presidential Instruction No. 7 of 1999, Regulations Government (PP) No. 105 of 2000 (UU PP No. 58 of 2005), and the Law (UU) concerning Reporting Accountability for Agency Performance Government I. Number 17 of 2003 is the sign. Apart from that, Law No.25 of 2004, Law No.32 of 2004, Law No.15 of 2004, and Law No.6 of 2008 and various regulations and policies support other issues to increase performance agency government (Haliah and Nirwana, 2018).

Performance functions from motivation and ability to finish a task or work; somebody duly owns a degree of willingness and a certain level of ability (Rivai and Basri, 2004). In terms of these influencing variables, performance employees need to pay attention to employees who are motivated and willing to work to the maximum so that the organization can achieve its objectives. Performance is something to do or not done by employees, influencing how much they contribute to the organization, including quantity and quality of output, term output time, presence on-site work, and attitude cooperative (Robert.L.Mathis, 2016).

Performance is the results employees see from aspects of quality, quantity, time, and work, and it is the same for reaching goals that have been determined by the organization previously. Some of the expertise and skills an employee needs to measure and evaluate results work through facet quality or quantity by specification work previously done by the company (Edy, 2016)).

Employee performance becomes a necessary thing noticed seriously by the company because the performance of employees with various aspects contained in it will directly impact the company's performance as a whole. Employee performance in a company is influenced by many factors, including employee satisfaction, compensation, and the organization's culture (Gary, 2006).

Culture can be considered the set meaning shared by people in an organization in connection with adapting to the environment and coping with changes in emerging norms in an organization that is related to what forms culture. Cultural organization refers to the system meaning jointly held by different members of an organization.

Culture An Organization's role is essential in increasing the adequate performance of an organization. For organizations, culture is rejected in measuring reaching success organization. For individuals, culture pushes employees to have a high sense of trust in the organization and become more productive.

The factor that becomes a pusher-level successful organization besides performance is job satisfaction; job satisfaction can influence performance Because job satisfaction plays a vital role in the development of a company to increase the efficiency and performance of employees (Ahmed, 2012). Everyone who works expects to obtain satisfaction from their place of work (Wibowo, 2012). Often, employee performance decreases because of work inconvenience, minimal wages, lack of ability or expertise and support, and dissatisfaction with work.

II. THEORETICAL REVIEW

2.1 Culture Organization

The cultural organization is a pattern assumption basis that has been created, discovered, or developed by a group specifically in learning To overcome problem adaptation external and internal integration and that has been Working Enough Good For considered valid, and then taught to member new as the correct way for seeing, thinking and feeling in connection with the problem (Scandura, 2008).

Cultural organization is a system of values and beliefs influencing workers' behaviour (Stephen P Robbins, 2013). Many thinking has influenced ideas about cultural organization. The cultural organization is possibly considered a gentle concept; however, a culture that is alone enough is long-lasting. Owning a culture in the proper organization can bring strategic profit to the company. Culture is considered one of the main things that leaders of organizations can do to guard the continuity of life and effectiveness of the organization.

Cultural organizations are the guiding norms and values of behavior member organizations. Every member organization will behave according to the prevailing culture to be accepted by the environment. Cultural organization and unifying employees reduce employee conflict and motivate them to carry out tasks, which is influential and positive for employee performance. AA company or organization with a strong culture will perform well for an extended period (Luthans, 1995).

For every organization, whether large or small, we must remain flexible and continuously improve our performance to gain a competitive advantage. Companies can lead and survive in the market long-term by improving organizational culture. Organizational culture becomes very important in improving company performance, especially when all businesses function in an uncertain, unpredictable, and competitive environment (Sah, 2018)

2.2 Job satisfaction

Job satisfaction is one of the essential aspects of a company. This matters because job satisfaction can influence the behavior of work employees. Employees will be diligent and productive if they are satisfied with their jobs. However, employees will be lazy if they do not have job satisfaction. Job satisfaction can influence the performance of employees because the higher the level of satisfaction with employees, the higher the employee's performance is based on what employees expect.

Job satisfaction is a positive attitude that is associated with working with somebody. Each employee's own criteria level of satisfaction with existing achievements obtained or with system values that apply to him (Amalia.S, 2017). Job satisfaction involves feeling emotional towards someone's happy and loving employees . The work is good, whether fun or not (Hasibuan,

2012). This is one of what can be seen from the discipline and achievement of Work employees. The level of job satisfaction for employees, discipline, and achievement will be too high.

Job satisfaction is the suitability between hope somebody employee with employee benefits get it from his job. The company must understand and provide the expected needs of employees so that employees can be satisfied with the following high level of work as well as possible (Rocky P Rindo rindo, 2019).

The perception of employees about how much good work they give is being assessed as necessary. Attitude This is reflected by work morale, discipline, and achievement work. Job satisfaction is enjoyed in work, outside work, and a combination of inside and outside work. If employees feel low job satisfaction, it will hurt the company because the performance of employees will decline. As a consequence, the performance of the company will be disturbed (Luthans, 2006). Dissatisfaction can cause decreasing motivation, a decline in moral work, and a decline in appearance work in neither qualitative nor quantitative. Satisfaction work will positively impact employees through the emergence of loyalty and discipline at work and will increase employee performance.

Robbins (2008) explains that job satisfaction is influenced by four factors that can cause a high level of job satisfaction among employees,

1. Challenging work mentally (mentally challenging work). Individuals generally like work that allows them to use skills and abilities individually. It gives diverse duties, freedom, and bait to come back about how much good work they do matters. This is what makes it more challenging mentally.
2. They are giving appropriate rewards (equitable rewards). Employees expect system-perceived rewards to be fair and proper with the hope they. When rewards are considered fair, suitable for work done, level of individual skills, and standards, rewards to society may create job satisfaction.
3. Condition-supportive work (supportive working conditions). Employees need an environment that can be done in a way that gives them comfort, privacy, and convenience to do a good job. Most employees like a physically comfortable environment with modern, clean facilities and adequate equipment.
4. Supportive colleagues (supportive colleagues). In part, employees, work can fulfil the need for interaction. Bosses also play a role in satisfying employees through behavior superior. Employee satisfaction can increase when the superior gives the supervisor direction with understanding, is friendly, and provides praise. If there are productive employees with good performance, listen to the opinions of employees with good.

Several indicators for evaluating job satisfaction (Robbins, 2015).

1. Mentally challenging work Employees tend to prefer work that allows them to use their skills and abilities and offers diverse duties, freedom, and bait to come back k. Too much work and not enough challenges will create boredom, but too much work with lots of challenges will create frustration and feelings of failure. On condition moderate challenges, most employees will experience pleasure and satisfaction.
2. Condition-supportive work employee care will create a suitable environment for personal comfort and make it easier for employees to do a good job. The study proves that employees are likelier to be in, with no danger or danger. Benoes states that most employees like to work near their homes, inside the facilities are clean, relatively modern, and with adequate tools.
3. Wages or fair wages for employees want a system where their wages are perceived as fair and in line with hope. If wages are seen as fair based on the demands of the job, the level of skills of the individual, and the standard Remuneration community, the possibility will generate satisfaction.
4. Suitability personality with work Theory "conformity personality – work" Holland concludes that high suitability between personality employees and occupation will produce more individual satisfaction. People with the same personality as their job have a strong possibility of succeeding in their career, so they will also be delighted.
5. Supportive coworkers are needed for most employees, and work is also filled with social interaction; having colleague-friendly and supportive workers will increase satisfaction and work. Behaviour superiors are also determinants of satisfaction.

2.3 Employee performance

Employee performance is the level of work accomplished by an employee in a task that needs to be answered with the conditions determined in one period. Performance can be depicted through level achievement, from implementing an activity program to realizing the organization's goals, objectives, vision, and mission. In something planning, there is a strategic organization (Moehariono, 2012).

Performance is also defined as something that results in work achieved by somebody in a way quality and quantity in carrying out a task by not quite enough the answer given to her in a period that has been determined (Mangkunegara, 2009). Performance can form notes of results produced or generated on function work or activities during specific periods (Sudarmanto, 2014).

Performance is something that works with success demonstrated by employees through the business to fulfil duties and obligations (Busro, 2020). Employee performance is as big as an employee's contribution to the company or organization. Based on the expert opinion above, an employee's performance is the result of an employee's achievement in a way quality, quantity time work, and work. The same is true when operating the task, which is not quite enough; he answered that it is to reach the organization's goals in a period.

Employee performance can be measured through 5 indicators that is quantity work, quality work, accuracy time, attendance, and work the same (Indahingwati.A, 2020), like explanation following:

1. Quantity work refers to the number of target results achieved by workers in one hour and work by the amount of provision in which activities must be resolved.
2. Quality work that focuses on work Already by provision or requirements given.
3. Accuracy time in doing work. Every work has characteristics that vary between types of work, and specific needs are resolved at appropriate times because of one's dependency on work.
4. Presence refers to being on time and doing suitable with available working hours or already determined.
5. Work the same; whichever is inside finish work needs some insiders type work specific.

III. METHOD

Study This method of study references a literature review that explores several related theories and adjusts them to fit the theme study. The literature review focuses on the influence of culture organization and job satisfaction on performance. The study uses secondary data from related research on culture organization, job satisfaction, and performance. Researchers obtain information from books, as well as journals, national and international, obtained online, with methods to identify, process, and analyze existing data found from some studies become information to be published.

IV. DISCUSSION

Research conducted by (Khairanda Satria, 2018) shows that there is a positive and significant influence between organizational culture, career development, and compensation on employee performance; this is in line with research conducted by (Kriminop, 2021), namely culture organization influential positive and significant to commitment organization, however culture organization influential positive no significant to job satisfaction. Culture organization has an influential positive on the performance of employees; commitment organization has an influential positive significant on the performance of employees, and job satisfaction has an influential positive significant on the performance of employees.

(Firmansyah)found a significant influence between environment work and culture organization in working with employees effectively. Other research also found that cultural organization significantly influences the performance and productivity of employees in emerging context dynamics (Mohammad Jassim Udin). Aligned with the study, (Awadh, 2013) explained that a good organization's culture influences the employees' performance and produces good results for the organization.

In their research, (Ahmed S. , 2014) found a significant relationship between culture organization and performance organization. Cultural organizations are influential in a way that is significant to the performance of employees (Pamungkas, 2013).

Organizational culture has a direct and significant influence on employee performance, and job satisfaction has the most significant influence on improving employee performance (Injilin Wulan Gratia Wua, 2022), but research conducted by Kriminop (2021) shows that job satisfaction is influential and negatively significant to performance employees. Culture organization influential positive No significant to performance employee.

The influence of satisfaction has a positive and significant effect on performance, while workload does not significantly affect performance (Abdul Qosim, 2022). This is supported by research that found that quality of work life and job satisfaction have a good and significant influence on employee performance (Riskawati, Kasran, and Sampetan, 2023). In line with this, other research reports that express job satisfaction significantly influences performance (Haya Sopia Hasna, 2023), and job satisfaction has a significant mediating role in the relationship between transformational leadership and employee performance (Anggoro Anom, 2023). However, research results show that commitment to the organization is influential, positive, and significant to employees' performance, and job satisfaction is influential, negative, and not significant (Supartina, 2023). Research shows a statistically significant relationship between business performance and organizational culture. The higher the organizational culture, the higher the employee performance will be (Obah Amechi Christopher, 2022) (Putri Azzahra Kurniawan, 2022)

V. CONCLUSION

The role of a cultural organization is essential in influencing the performance of various types of organizations. Studies show that culture organization and job satisfaction influence the performance of employees. Maintaining a strong and positive organizational culture is essential for increasing performance and gaining superiority in a dynamic and competitive business environment. This, as well as building environment-positive work, increases productivity and effectiveness of work.

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