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The Effect of Work Culture and Work Discipline on Performance of Education Services Office of North Luwu District

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ABSTRACT

This study is a study that examines the influence of work culture and work discipline on employee performance at the District Education Office. North Luwu. The research model is Multiple Linear Regression Analysis. With primary data, using a questionnaire. A total of 98 samples were determined in this study. The results of the study are that work culture has a positive and significant impact on the performance of the employees of the District Education Office. North Luwu. Work discipline also has a positive and significant effect on the performance of the employees of the District Education Office. North Luwu. Simultaneously, work culture and work discipline have a significant influence on the performance of the employees of the District Education Office. North Luwu.

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1. Introduction

Work culture and work discipline are absolute wealth or personality that must be possessed because without these two elements, the work carried out will not be achieved as expected, nor can it be separated from the culture and work discipline of employees to achieve the vision and mission.

Work culture is a habit that is carried out by employees or employees repeatedly that reflects attitudes, mentality and behavior to achieve common goals in the organization.

Work discipline is obedient and obedient and responsible for the rules, duties and work assigned effectively and efficiently.

The driving wheel of an organization or institution is the employee. Employees with a good level of performance will have an impact on improving organizational performance. An employee must display a loyal, disciplined and responsible attitude and behavior to the organization.

In achieving the goals of government organizations, each organization often directs the implementation of its programs so that it is always efficient. Likewise, the North Luwu Regency Education Office has a goal to realize its vision and mission. In achieving organizational goals, employees with good performance are needed. One of the goals that must be considered is how existing human resources can be utilized and used according to their functions and duties in achieving organizational goals.

District Education Office. North Luwu sebagai a governmental organization in the field of education would have to pay attention to se e way through how the performance of existing employees. Because, in this institution the work role of employees is very necessary in realizing a learning and teaching system that will improve the quality of education.

2. Literature Review

2.1 Work Culture

Indeed, culture always refers to the behavior and thought patterns shown by an individual or group. The progress of a country or industry cannot be separated from the culture adopted in that country (Suwondo, 2012). In carrying out every activity or daily activity, disciplinary problems are often defined precisely, both in time and place (Jufrizen, 2018).



Organizational culture is contained in the values, habits and traditions that are intended to improve the performance of the organization and the employees in it(Pattipawae, 2011). Organizational culture or work culture has a purpose in improving performance(Indraputra & Sutrisna, 2013).

Triguno (2004) in measuring work culture there are several indicators that can be used including attitudes towards work, behavior at work (diligent, dedicated, responsible, careful, thorough and thorough).

2.2 Work Discipline

Work discipline is always associated with employee volunteerism in obeying and implementing applicable regulations(Sari & Hadijah, 2016). Humans in an organization are seen as a source of energy, meaning the source of energy and the driving force of an organization. Many violate discipline as a necessity that is forced(Helmi, 1996). For example, a driver who does not have a vehicle must be ready to be ticketed by the police.

Discipline is important in everything. For employees, discipline in work is part of carrying out their duties and responsibilities. A high level of discipline as an effort to improve employee performance (Rozalia et al., 2015).

The work discipline factor is one of the important factors in creating high productivity. Organizations that are equipped with good regulatory management in discipline will certainly make a big contribution to the organization. But in reality, currently there are employees who do not discipline themselves, violate the rules , working hours and work rules that have been determined by the company. Hal is due to a low sense of responsibility an employee / employee of the tasks assigned to them that affect employee productivity / employee(Faslah & Savitri, 2017).

In measuring work discipline, there are several indicators that can be used including the level of attendance, work procedures, obedience to superiors, work awareness and responsibility(Agustini, 2011).

2.3 Employee performance

Employee performance in education is the main aspect in achieving learning objectives, because employees are the spearhead in the world of education. Quality education is a reflection of the employee's performance. In other words, the better the employee's performance, the better the quality of his work.

As for some of the aspects that can encourage employees to improve performance is to the emergence of employee discipline, work environment, conducive work culture and so forth (Imamullah et al., 2020). Employee is the result of efforts of employees who are affected by ability and perception of the role and tasks(Umala, 2019).

In measuring employee performance, there are several indicators that can be used including work quality, work quantity, responsibility, cooperation and obedience(Mangkunegara, 2016).

2.4 Relationship Between Variables

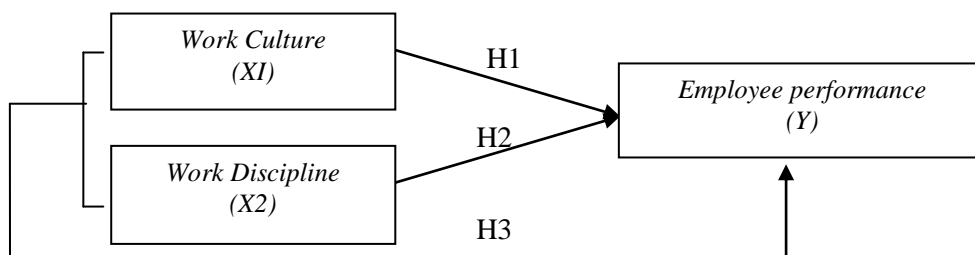


Fig 1. Conceptual framework

2.5 Research Hypothesis

- a. Work Culture and Work Discipline simultaneously allegedly affect Employee Performance
- b. Work Culture is suspected to have an effect on the performance of the District Education Office Employees. North Luwu
- c. Work Discipline Suspected of Affecting the Performance of Educational Service Officers in the Regency North Luwu

3. Research Methods

This research was conducted at the District Education Office. North Luwu. In this study the number of samples is the entire population of 98 respondents. In other words the sampling technique with saturated



samples. To see how the influence of work culture and work discipline on employee performance, it is necessary to carry out several testing instruments including validity, reliability, classical assumptions and model tests (f-test and t-test).

4. Research Results and Discussion

4.1 Test Validity

In research with primary data, validity test is very necessary and mandatory to do. The validity of the data in the study supports the accuracy of the research results.

Table 1
Validity Test Results

Variable	No. Question Items	r Table	r Count	Information
Work Culture	1	0.199	0.412	Valid
	2	0.199	0.548	Valid
	3	0.199	0.565	Valid
	4	0.199	0.472	Valid
	5	0.199	0.638	Valid
	6	0.199	0.566	Valid
Work Discipline	1	0.199	0.485	Valid
	2	0.199	0.482	Valid
	3	0.199	0.302	Valid
	4	0.199	0.545	Valid
	5	0.199	0.447	Valid
Employee Performance	1	0.199	0.431	Valid
	2	0.199	0.605	Valid
	3	0.199	0.471	Valid
	4	0.199	0.551	Valid
	5	0.199	0.587	Valid

Source: primary data processed, 2021

The results shown in the validity test table state that all questions in the study have a good level of validity. This can be proven by paying attention to the value in the r-count column which is greater than the value in the r-column table. Thus, it can be concluded that this research passed the validity test.

4.2 Reliability Test

In addition to validity, reliability testing also needs to be carried out in research that uses primary data. As with data validity, reliability is also used so that the quality of the research is categorized as good.

Table 2.
Reliability Test Results

Variable	Cronchbach Alpha	Information
Work Culture	0.749	Reliable
Work Discipline	0.675	Reliable
Employee Performance	0.621	Reliable

Source: primary data processed, 2021

The results shown in the reliability test table state that all of the variable questions in the study have a good level of reliability. This can be proven by paying attention to the value in the *Cronchbach Alpha* column that is greater than 0.6. Thus, it can be concluded that this research has passed the reliability test or is consistent.

4.3 Normality Test

As one part of the classical assumption test, the normality of the data in this study was conducted to see how the data that had been collected was distributed or normally distributed.

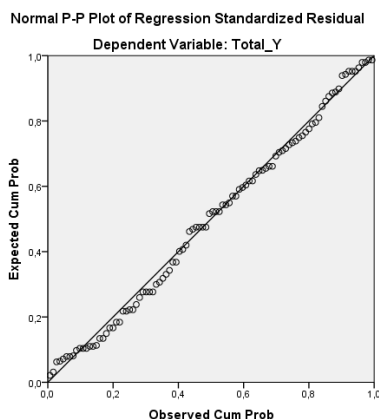


Fig 2. Normality test results

The normality test in the picture above can be described that the distribution of the data in this study is normally distributed. By paying attention to the picture above, it can be concluded that this study passed the data normality test. This is reinforced by the points (data distribution) located along the diagonal line.

4.4 Multicollarity Test

In research with multiple linear regression analysis, usually the independent variables are strongly correlated. The purpose of the multicollinearity test is to test the independent variables in the study whether they have a strong correlation or relationship.

Table 3
Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
Work Culture	0.986	1.014
Work Discipline	0.986	1.014

Source: Primary data processed, 2021

4.5 Heteroscedasticity Test

As one part of the classical assumption test, heteroscedasticity serves to provide information about whether or not there is a similarity of variance in the study.

Table 4
Heteroscedasticity Test

			Work Culture	Work Discipline	Unstandardized Residual
Spearman's rho	Work Culture	Correlation Coefficient	1,000	,112	,005
		Sig. (2-tailed)	.	,272	,960
		N	98	98	98
	Work Discipline	Correlation Coefficient	,112	1,000	,008
		Sig. (2-tailed)	,272	.	,941
		N	98	98	98
	Unstandardized Residual	Correlation Coefficient	,005	,008	1,000
		Sig. (2-tailed)	,960	,941	.
		N	98	98	98

Source: Primary data processed, 2021

By paying attention to the significance value in the table above in the *Unstandardized Residual* column, what can be concluded is that there are no symptoms of heteroscedasticity. This is of course because the significance value (2-tailed) is greater than 0.05.



4.6 Hypothesis Testing

a. f test

In looking at the effect of the independent variables together on the dependent variable, in this study the f test or simultaneous test is used.

Table 5

f test

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	17,948	2	8,974	4,416	0.015 ^b
1 Residual	193,042	95	2.032		
Total	210,990	97			

Source: Primary data processed, 2021

The results of the study found that work culture and work discipline had a simultaneous effect on employee performance. The significance value in the f-test table is 0.015 which means that the two independent variables in this study can affect the increase or decrease in the performance of the Kab. North Luwu.

b. t test

In seeing the effect of the independent variables partially (one on one) on the dependent variable, then the research used t test or partial test.

Table 6

t test

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
(Constant)	23,357	3,031	7,707	,000
1 Work Culture	,171	,084	2.042	.044
Work Discipline	,267	,112	2,385	0.019

Source: Primary data processed, 2021

From the table above, two things can be explained, namely:

- 1) The test results show the t-count results and the significance value of work culture are 2.042 and 0.044, respectively. means that the work culture affects the performance of the employees of the District Education Office. North Luwu positively and significantly. So it can be concluded that the better the work culture, the better the performance of the employees of the District Education Office. North Luwu .
- 2) The test results show the results of the t and the significant value of Work Discipline respectively 2 358 and 0.0 19 . it means that work discipline affects the performance of the employees of the District Education Office. North Luwu positively and significantly. So it can be concluded that the better the work discipline, the better the performance of the employees of the District Education Office. North Luwu .

4.7 Coefficient of Determination

The coefficient of determination describes and provides information about how much the independent variable is able to explain the dependent variable.

Table 7

3 Coefficient of Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,292 ^a	,085	,066	1,425

Source: Primary data processed, 2021

From table 7, namely the coefficient of determination test, it is known that R Square is 0.085 or 8.5%. a value of 8.5% indicates that the magnitude of the influence given by work culture and work discipline on the performance of the District Education Office employees . North Luwu . Where the remaining 91.5% is influenced by other variables that are not included in the regression model or research model.

5. Conclusion

The results of the data analysis and discussion of the research results that have been described previously, it can be concluded that simultaneously work culture and work discipline affect the performance of employees of the District Education Office. North Luwu significantly. This study also reveals the results that work culture has a positive and significant effect on the performance of the employees of the District Education Office. North Luwu. Meanwhile, this study also reveals the results that work discipline has a positive and significant effect on the performance of the employees of the District Education Office. North Luwu.

There are many limitations that exist in this study, for example, the number of independent variables is only two so that it can affect the amount of employee performance. Future researchers are expected to be able to select and add several variables (besides work culture and work discipline) which may affect employee performance.

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