

## The Influence of Organizational Culture on Employee Discipline In The Regional Personnel Agency of West Java Province

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### Abstract

This study aims to determine the Influence of Organizational Culture on Employee Discipline at the West Java Provincial Civil Service Agency (BKD). Based on the results of the study, it is known that there are problems with employee work discipline, namely disobedience to time regulations and disobedience to behavioral regulations at work. The research method used by the researcher is descriptive with a quantitative approach. The number of respondents in this study was 30 people. Data collection techniques were carried out through observation, interviews and questionnaires. The data analysis techniques used consisted of validity tests, reliability tests and simple linear regression tests. Based on the results of the research and observations conducted by the researcher regarding the Influence of Organizational Culture (X) on Employee Discipline (Y) of 0.627 if expressed as a percentage becomes 62.7%. Based on these analyzes, the hypothesis that the author proposes is that there is a positive influence between the Organizational Culture variable and the Employee Discipline variable at the West Java Provincial Civil Service Agency (BKD) can be accepted and proven true. After conducting research by distributing questionnaires, observations and interviews, related to the Influence of Organizational Culture on Employee Discipline at the West Java Provincial BKD, the researcher has a suggestion, namely that BKD needs to implement an organizational culture that always prioritizes discipline, productivity and effectiveness.

**Keywords :** Employee Discipline, Organizational Culture

### Article Info

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## 1. Introduction

The Republic of Indonesia as an archipelagic country with a diverse population. Article 18 paragraph (1) of the 1945 Constitution of the Republic of Indonesia states that the Unitary State of the Republic of Indonesia is divided into provincial regions and the provincial regions are divided into districts and cities, each of which has a regional government, which is regulated by Law Number 23 of 2014 concerning Regional Government. The purpose of the Republic of Indonesia in the Preamble to the 1945 Constitution of the Unitary State of the Republic of Indonesia is to create an Indonesian state government that can protect all the people and all of Indonesia's territory, to realize the vision of the state, it is necessary to form a State Civil Apparatus that has integrity, is professional, neutral, free from intervention of interests so that it is able to carry out its role and responsibility as a glue for national unity.

Based on the results of the study, it was discovered that there were problems with employee work discipline, namely:

1. Not obeying time rules

Every organization or company has regulations regarding working hours for employees. Likewise, the Regional Personnel Agency in the Personnel Sub-section consists of 30 employees. Entry hours start at 08.00 – 16.00 WIB. Although the Institute of Home Affairs has set entry

hours, some employees still do not comply with existing regulations. For example, arriving late and not filling in attendance (fingerprint).

It can be seen that employees who arrived late during October 2022 – December 2022 In addition to employees who arrived late, there were also employees who did not fill in attendance (fingerprint), because they forgot or were in a hurry to come in or go home.

## 2. Not complying with the rules of conduct at work

As an effort to realize the company's goals, the West Java Provincial BKD divides its employees into several sub-sections. Each sub-section has its own main tasks and functions. During working hours, some West Java Provincial BKD employees are on duty on site and some are assigned to go out. However, employees often also go out for unimportant personal matters. This has an impact on the effectiveness of the tasks that must be done. The processing time becomes longer and exceeds the specified time limit.

This problem is thought to be caused by the low implementation of the principles of organizational culture, namely the principle of excellence. The principle of excellence, shows how much ability an organization has in fostering the attitude of members to always be the best and perform better than they have ever done. To achieve this excellence, constant struggle is needed by developing three elements, namely: standards, motivation, and feedback. In the West Java Provincial BKD, an indiscipline attitude was found among employees caused by a lack of motivation within the employees. Some employees still come late and are outside the office for unimportant matters during working hours. This is not in accordance with the standards set by the agency.

## 2. Method

The type of research method used is descriptive and verification methods. Descriptive method is a method used to analyze data by describing or depicting the data that has been collected as it is without intending to make conclusions that apply to the public (Sugiyono, 2017:147). This method is proposed to answer the formulation of the problem, namely whether organizational culture influences employee discipline at the Regional Personnel Agency (BKD) of West Java Province.

## 3. Results and Discussion

### A. Organizational Culture

Organizational Culture is a system of values, norms, and beliefs held by a group of people in an organization that distinguishes it from others. This is very important for a company or organization because it can determine performance, efficiency, and success. From the description above, the researcher will explain or discuss the influence of organizational culture in the Institute of Domestic Government (BKD) with 14 indicators.

### B. Employee Discipline

Employee Discipline Is an action taken by an employee at work, for example, must be disciplined with time, disciplined with work and so on. In this study, the researcher will provide an explanation of the employee discipline variable in the Regional Personnel Agency (BKD) of West Java Province, the researcher will describe how employee discipline is in accordance with the questionnaire that has been distributed with several indicators.

The Influence of Organizational Culture on Employee Discipline The Regional Personnel Agency (BKD) of West Java Province has a fairly close influence. This can be seen from the results of processing questionnaire data given to 30 respondents at the Institute of Home Affairs (BKD West Java Province. The data analysis that has been described previously can be a simple regression equation  $Y = a + Bx$ , where the value of  $a = 28.261$  and the value of  $b = 0.672$  and from the results of the regression of variable  $X$  against variable  $Y$ , the regression equation can be obtained, namely  $Y = 28.261 + 0.627x$ . This shows that if the value of the influence of Organizational Culture ( $X$ ) increases on Employee Discipline ( $Y$ ) it increases by 0.627 if it is expressed as a percentage to 62.7%. Based on these analyzes, the hypothesis that the author

put forward, namely that there is a positive influence between the Organizational Culture variable and the Employee Discipline variable at the Regional Civil Service Agency (BKD) of West Java Province, can be accepted and proven to be true. Discussion of the results of the analysis that has been carried out. The analysis is as follows: because the researcher already has a simple linear regression analysis output table, in this study the researcher conducted a hypothesis test by comparing the significant values in the table with probability 0.05. The formulation of the null hypothesis ( $H_0$ ) and alternative hypothesis ( $H_i$ ) are as follows:  $H_0: \rho_s = 0$ , meaning there is no influence between Organizational Culture (X) and Employee Discipline (Y) 88  $H_i: \rho_s \neq 0$ , meaning there is an influence of Organizational Culture (X) on Employee Discipline (Y).

Based on the description above, is there an influence between organizational culture on employee discipline at the Regional Personnel Agency (BKD) of West Java Province? The research results state that organizational culture has a positive influence on employee discipline, after conducting research on 30 respondents of employees at the Regional Personnel Agency (BKD) of West Java Province. So it can be said that organizational culture has an influence on employee discipline at the Regional Personnel Agency (BKD) of West Java Province.

#### 4. Conclusion

Based on the results of research and discussion on the Influence of Organizational Culture on Employee Discipline at the Regional Personnel Agency (BKD) of West Java Province that has been conducted, the researcher puts forward the following conclusions and suggestions: The Influence of Organizational Culture on Employee Discipline at the Regional Personnel Agency (BKD) of West Java Province has a fairly close influence. This can be seen from the results of processing questionnaire data given to 30 respondents at the Institute of Home Affairs (BKD West Java Province). The data analysis that has been described previously can be a simple regression equation  $Y = a + Bx$ , where the value of  $a = 28.261$  and the value of  $b = 0.672$  and from the results of the regression of variable X against variable Y, the regression equation can be obtained, namely  $Y = 28.261 + 0.627x$ . This shows that if the value of the influence of Organizational Culture (X) increases on Employee Discipline (Y) by 0.627 if it is expressed as a percentage, it becomes 62.7%. Based on these analyzes, the hypothesis that the author put forward is that there is a positive influence between the Organizational Culture variable and the Employee Discipline variable at the Regional Personnel Agency (BKD) of West Java Province can be accepted and proven true, in the results of the study it was stated that organizational culture has a positive influence on employee discipline, after conducting research on 30 respondents of employees of the Regional Personnel Agency (BKD) of West Java Province. So it can be said that organizational culture has an influence on employee discipline at the Regional Civil Service Agency (BKD) of West Java Province.

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