

## ORGANIZATIONAL CULTURE, TRAINING AND WORK EXPENSES ON THE PERFORMANCE EMPLOYEES OF PT SUNWOO GARMENT INDONESIA

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**Abstract :** *This study aims to determine the effect simultaneously (simultaneously) and partially organizational culture variables, training and workload on the performance of the employees of PT Sunwoo Garment Indonesia. This study uses quantitative research, the population in this study is part of the employees of PT Sunwoo Garment Indonesia, amounting to 100 people. Data collection techniques in this study are 1) observation, 2) interview, 3) questionnaire, 4) literature study. This study uses statistical data analysis techniques with version 25 for Windows program. T test results state that organizational culture and training variables have a positive and significant effect on employee performance, while the workload variable has a negative and significant effect on employee performance. F Test results state that the variables of organizational culture, training and workload simultaneously have a significant effect on employee performance. Results of the Determination Coefficient Analysis (R<sup>2</sup>) is obtained results of 0.563 or 56.3%. This means that organizational culture, training and workload variables are able to get an effect of 56.3% on the improvement of the performance of the employees of PT Sunwoo Garment Indonesia.*

**Keywords:** *organizational learning, training, workload and employee performance.*

### 1. Introduction

Performance is the main building block of an organization so that the aspects that form the basis of high performance must be studied critically in order for the organization to succeed in achieving its goals. Employee performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience and sincerity and time (Hasibuan, 2007). The success of a company in achieving its goals does not only depend on existing facilities and infrastructure, but also depends on the performance of its employees.

Organizational culture has an important role in improving employee performance. Organizational culture as a system of values, beliefs or norms that have long been valid, agreed upon and followed by members of an organization as a guide for behavior and solving organizational problems (Sutrisno, 2010). The successful implementation of organizational learning can be seen, among others, from increased responsibility, increased discipline,

compliance with norms or rules, the occurrence of harmonious communication and relationships with all levels, increased participation and concern, reduced levels of absenteeism and complaints. If all these things can be carried out properly, employee performance will increase.

Employee training is also very important to do to improve employee performance. Training is carried out to increase productivity, work ethic, discipline, attitudes, skills and certain expertise in order to work more optimally and better. Effective training will make employees master their work well and be able to keep up with business developments and survive intense competition. According to Widodo (2015) training is something that refers to things related to planned efforts carried out to achieve mastery of skills, knowledge, and attitudes of employees or organizational members.

The workload also has an important role in improving employee performance. According to Sunarso (2010) the workload is a group or a number of activities that must be completed by an organizational unit or an office holder within a certain period of time. The number of tasks and responsibilities given to an employee causes the results achieved to be less than optimal because the employee only has a small amount of time to complete many tasks. If this happens frequently, it will have an impact on the performance of the employees themselves.

PT Sunwoo Garment Indonesia is a company engaged in garment which is located in Dusun II, Telukan, Grogol, Sukoharjo, Central Java and was founded in April 2014. This company is a CMT (Cut, Make, Trim), which means this company only makes garment products. starting from the process of cutting the fabric, sewing to the finishing process.

Based on the above background, the writer wants to do a research entitled "Organizational Culture, Training and Workload on Employee Performance of PT Sunwoo Garment Indonesia.

## **2. Literature Review**

### **Performance**

Performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and seriousness and time (Hasibuan, 2007). Meanwhile, Mangkunegara (2006) defines performance as the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him.

### **Organizational culture**

Organizational culture has an important role in improving employee performance. Organizational culture as a system of values, beliefs or norms that have long been valid, agreed upon and followed by members of an organization as a guide for behavior and solving organizational problems (Sutrisno, 2010). Meanwhile, according to Ermawan (2011) organizational culture is a way of life and lifestyle of an organization which is a reflection of the values or beliefs that have been held by members of the organization.

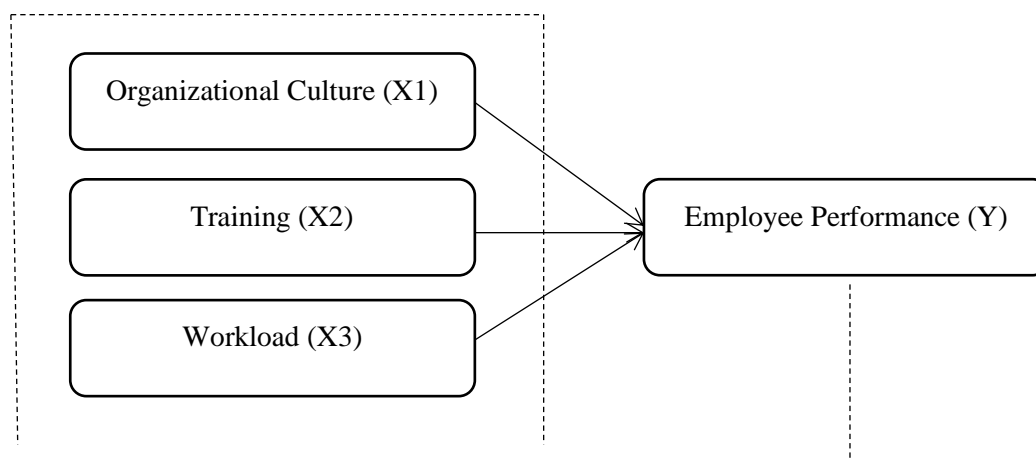
## Training

According to Widodo (2015) training is something that refers to things related to planned efforts carried out to achieve mastery of skills, knowledge, and attitudes of employees or organizational members. Meanwhile, according to Sedarmayanti (2010) training is a short-term educational process utilizing a systematic and organized procedure, where non-managerial personnel learn technical skills and knowledge for specific purposes.

## Workload

According to Munandar (2001) workload is a situation in which workers are faced with tasks that must be completed at a certain time, while Tarwaka (2010) workload can be defined as a capacity or ability of workers with job demands that must be faced.

## Framework



## Hypothesis

H1: It is suspected that organizational culture, training and workload have a simultaneous and significant effect on employee performance PT Sunwoo Garment Indonesia

H2: It is suspected that organizational culture has a positive and significant effect on employee performance

H3: It is suspected that training has a positive and significant effect on the employee performance of PT Sunwoo Garment Indonesia

H4: It is suspected that the workload has a negative and significant effect on the employee performance of PT Sunwoo Garment Indonesia

### 3. Methode

This type of research is quantitative, the primary research data is obtained by distributing questionnaires and multiple linear regression analysis as the method chosen by the researcher. While the data collection method used purposive sampling. The polls in this study are all employees of PT Sunwoo Garment Indonesia, totaling 485 employees.

### 4. Results and Discussion

#### Classic assumption test

The results of the normality test of this study indicate that the data is normally distributed with a significance value of 0.506. The multicollinearity test results in MORA organizational culture having a tolerance value of  $0.618 > 0.10$  and a VIF value of  $1.618 < 10$ . Training had a tolerance value of  $0.582 > 0.10$  and a VIF value of  $1.719 < 10$ . And the workload has a tolerance value of  $0.915 > 0.10$  and a VIF value of  $1.093 < 10$  so that it can be concluded that all independent variables do not occur multicollinearity. The results of the heteroscedasticity test show that the residual data spreads both above and below point 0 and does not form a certain pattern so that it can be concluded that all independent variables do not occur heteroscedasticity.

#### Multiple Linear Analysis

Table IV.7  
Regression Estimation Results  
Coefficients<sup>2</sup>

Model	Unstandardized Coefficients	
	B	Std. Error
(Constant)	6,996	1,623
BO	.429	.081
P	.378	.079
BK	-.141	.065

Source: Primary data, processed in 2020

From table 1.1 multiple linear regression test, the regression model equation is obtained as follows:  $Y = 6.996 + 0.429 + 0.378 - 0.141 + e$

## Eligibility Model

Table IV.8  
F Test Regression Results  
ANOVA a

Model	Sum of Square	df	Mean Square	F	Sig.
Regression	229,232	3	76,411	43,454	000b
Residual	168,808	96	1,758		
Total	398,040	99			

Source: Primary data, processed in 2020

From table 1.2, it is obtained that  $F_{count} > F_{table}$  ( $43.454 > 2.7$ ) with a significant value of 0.000 and it can be concluded that the variables of organizational culture, training and workload simultaneously affect employee performance. The results of the determination test showed the adjusted R square value of 0.563.

Table IV.9  
T test results  
Coefficientsa

Model	t	t Table	Sig.	Std.	Information
(X1)Organizational Culture	5,329	1,984	.000	0.05	Ho rejected Ha accepted
(X2) Training	4,816	1,984	.000	0.05	Ho rejected Ha accepted
(X3) Workload	-2,168	1,984	.033	0.05	Ho rejected Ha accepted

## Discussion

### Hypothesis 1

The F test result states the variables of organizational learning, training and workload simultaneously have an effect significant to employee performance PT Sunwoo Garment Indonesia.

### Hypothesis 2

It is known that organizational learning has t count 5,329 and t table 1,984 then ( $5,329 > 1,984$ ) and a significance of  $0.000 < 0.05$ . It is concluded that the performance of employees of PT

Sunwoo Garment Indonesia is influenced by the culture of the organization. This study is in line with (Riska et al., 2018) concluding that employee performance is influenced by organizational learning.

### **Hypothesis 3**

It is known that the training has t count 4,816 and t table 1,984 then  $(4,816 > 1,984)$  and a significance of  $0,000 < 0.05$ . It is concluded that the employee performance of PT Sunwoo Garment Indonesia is influenced by training. Agrees on research (Basyar and Sanaji, 2016). Revealing that employee performance is affected by training.

### **Hypothesis 4**

It is known that the workload has t count -2.168 and t table 1.984 then  $(-2.168 < 1.984)$  and a significance of  $0.033 < 0.05$ . It can be concluded that the performance of employees of PT Sunwoo Garment Indonesia is not influenced by the workload. Not in line with research (Muiz, Rachma and Slamet, 2015) reveals that employee performance is affected by workload.

## **5. Conclusion**

The purpose of this research is to determine the impact of organizational culture, training and workload on the performance of employees of PT Sunwoo Garment Indonesia. With a total of 100 respondents, using multiple linear regression test. From the data test, it is partially obtained that the performance of employees of PT Sunwoo Garment Indonesia is influenced by organizational culture. The employee performance variable of PT Sunwoo Garment Indonesia is influenced by training. Workload does not affect the performance of the employees of PT Sunwoo Garment Indonesia. Meanwhile, organizational culture, training and workload simultaneously affect the performance of the employees of PT Sunwoo Garment Indonesia. The performance of PT Sunwoo Garment Indonesia's employees is explained by organizational culture, training and workload 56.

For PT Sunwoo Garment Indonesia, it is hoped that it will develop an existing organizational culture and good Human Relations between superiors and employees in communication so that in facing obstacles within the company it is easier to resolve. There needs to be increased training so that employees can develop and be more creative so that they can improve employee performance. Furthermore, in giving workload more attention, because low workload will certainly affect employee performance.

For further researchers, it is hoped that this research can develop by examining other factors that can affect employee performance. Such as competence, leadership, motivation and others that contribute to the performance of the employees of a garment company.

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