


The Effect Of Workload, Organizational Culture And Work Discipline On Employee Work Productivity At CV. Medan Baru

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| Article Info | ABSTRACT |
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| Keywords: Workload Organizational Culture Work Discipline Employee Productivity | Every organization continuously strives to ensure that its members or employees contribute to achieving maximum work productivity, aligning with predetermined goals. Work productivity is crucial in a bureaucratic setting, as it enables tasks to be completed effectively and efficiently, ultimately supporting goal achievement. One factor influencing employee productivity is workload, as assigned tasks may not always match their skills and expertise. Establishing an organizational culture is a complex and ongoing process, as cultural values and norms evolve over time. Additionally, a high level of discipline is essential for achieving organizational goals. Employees are expected to maintain strong discipline in fulfilling their responsibilities, which in turn enhances productivity. This study involved 93 respondents using a saturated sampling technique. The analysis was conducted using multiple linear regression. The findings indicate that workload, organizational culture, and work discipline collectively have a significant impact on employee productivity. However, while organizational culture and work discipline significantly influence productivity, workload does not have a notable effect. |
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INTRODUCTION

Every organization will always try to ensure that its members or employees are able to achieve optimal performance in order to realize their goals, which has been set. Increased productivity of workers is a crucial factor in bureaucracy, because with high productivity, tasks can be completed quickly, more effectively and efficiently, thus supporting the achievement of organizational goals. Therefore, discipline plays an important role in achieving organizational goals. When discipline has been embedded in the self-government of the apparatus because of a known work plan, then a government will be created transparent, fair and equitable responsibility system, and production career life as they will continue to improve.

Human resources are a fundamental aspect of a company because it plays a role as an implementer of policies and operations to achieve business goals, both in order to

gain profit or maintain the sustainability of the company. The sustainability of a company is very dependent on the individual who who manage it, especially da lam increase effectiveness viability and efficiency to the maximum. Therefore, a company leader must be able to optimize the potential of the workforce so that he can create works Wan Y skilled and qualified to increase productivity vitas. Human resource development itself is a process of improving the quality and ability of individuals to support development, including aspects of planning, management, and development. Thus, every organization needs to be proactive and in improving the competence of its members and encouraging them to become carry out its duties optimally in accordance with with their respective fields.

Work load yes it has an impact on productivity work history wan, especially when it does not fit the with skills and expertise owned. In the corporate environment, the high burden of work yes i can reduce productivity vitas, especially if the facilities and infrastructure are available is not sufficient to support the completion of the task. In addition, the work culture yes y which is not in harmony with with educational and cultural background WAN can also have negative impacts, both immediately and gradually. The burden of work yes and culture and also influences the level of work discipline wan. Based on a survey a wal for a week and information from sa is one work wan, found some time ago like being late coming and going home more a wal, did not attend the briefing, break time y ang excessive, as well as absence without a weld y which is clear. In addition, the achievement of yes y less than optimal and delays Time to complete tasks according to schedule is also a concern.

In addition to the burden of Yes, organizational culture acts as a glue and in the organization y who is currently sleeping change. Building an organizational culture is not something that easy, but it requires a process long and sustainable. It is called sustainable because the values and norms in it It continues to develop and adapt with the changing times. Therefore, organizational culture needs to be formed to remain flexible, adaptive, and able to adjust to with various changes to realize the organization's vision superior. Organization of Certain cultures also tend to attract individuals who which has the same characteristics lan. Although it is not written a Although informal, organizational culture has an important role in It forms a mindset, the way individuals accept situations, and how they feel about their work environment. yes.

Based on the survey results a However, some indications of the period were found land, such as delays in work wan when coming and going more a wal, absence da morning assembly, break time y excessive, and works Wan Y who is not present during working hours yes without a weld y which is clear. In addition, the effectiveness achievement of work results yes it is still not optimal, and task completion is often not in accordance with just time y which has been determined. Symptoms la-geja This indicates that there is a period That's it in the organization y caused by low work discipline wan. Disciplined attitude y high is very much needed to achieve organizational goals. Therefore, it is expected that every work Wan can apply work discipline yes y good for productivity career life and increased. Based on this, the writing choosing the research title: "The Influence of Workload, Organizational Culture, and Work Discipline on Employee Work Productivity at CV. Medan Baru."

Work Productivity

Me According to Admosoeprapto (2020: 26), productivity Vitas is a measure of effectiveness life of lam utilizes resources a lam, technology, and human power to achieve output y expected. In general, the production Vitas describes the comparison between the results y obtained from with the resources y used, a know to what extent input can be transformed into output according to the requirements just standard y which has been determined. Meanwhile, Saksono (2022: 122) defines productivity viability as a comparison between production results y obtained from just the total cost y issued by in the production process, a know as a measure of the level of satisfaction y obtained compared to with just sacrifice what is done.

Workload

Work load ja refers to task set y that need to be completed by an organizational unit know the individual in a structured manner. This process includes various techniques, such as job analysis, workload analysis yes, a know other management methods, y which aims to obtain information regarding efficiency and effectiveness career life yes in the organization (Suwatno, 2019). In addition, according to Dhania (2020), the burden of work yes it covers a number of activities Vitas Y which must be completed within a certain time limit. Based on the various definitions, it can be concluded that the workload yes there is here is a collection of tasks y that must be completed by the individual a know the organizational unit lam time period y which has been determined.

Organizational culture

Me According to Williams (2011:84), organizational culture exists is a collection of fundamental values, beliefs, and attitudes y which is adopted and implemented by members of the in an organization. This culture is generally formed by the company's founders and is maintained through the transmission of the organization's history and the celebration of important achievements. Organizational culture is adaptive and able to increase work involvement wan can help clarify the company's goals and strategic direction. In addition, the culture y which continuously instills and teaches the organization's values and beliefs contributes to increased sales growth. lan, profit, return on investment, quality, and customer satisfaction. Managers can initiate organizational culture change through behavioral replacement, behavioral additions, and modification of organizational symbols.

Work Discipline

Work Wan Y who have a high level of discipline and obey the rules, norms and regulations in an organization a know the agency will play a role lam increase efficiency, effectiveness vitality, and productivity career life ja. On the other hand, if an organization a know the agency has the work Wan Y Those who lack discipline will face obstacles lam be launch its programs to increase productivity vitas, even difficulties da to achieve the goal y that has been determined. Therefore, a leader who Good people need to instill discipline in them its vehicles and become an example of in implementing discipline and in the organization. Me According to Siagian (2017: 305), discipline is a form of training that which

aims to improve and shape knowledge, attitudes and work behavior wan, so that they can volunteer to work yes same with colleagues and others and improve performance janya.

METHODS

To examine the influence of a know the relationship between independent variables (workload) yes, organizational culture, and work discipline ja) on the dependent variable (work productivity) yes work wan), the multiple linear regression method will be used. In addition, the data will be analyzed using SPSS with the following formula:

$$Y = a + b_1X_1 + b_2X_2 + \varepsilon$$

RESULTS AND DISCUSSION

Research result

Classical Assumption Testing

Table 1. Kolmogorov-Smirnov Test Results

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 100 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 3.91200777 |
| Most Extreme Differences | Absolute | ,155 |
| | Positive | ,061 |
| | Negative | -,115 |
| Test Statistics | | 1,209 |
| Asymp. Sig. (2-tailed) | | ,107 |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the table above, the significance value (Asymp. Sig 2-tailed) is recorded at 0.107. Because this value is greater than 0.05 ($0.107 > 0.05$), the residual can be said to be normally distributed. In addition, based on the graph y As shown, the points are seen to be spread around the line and follow a diagonal pattern, so it can be concluded that the residuals have a normal distribution.

Multicollinearity Testing

Table 2. Multicollinearity Test Results

| Model | | Collinearity Statistics | |
|-------|-----------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Workload | .933 | 1,071 |
| 2 | Organizational | .919 | 1,088 |
| 3 | culture | .945 | 1,058 |
| | Work discipline | | |

Based on Table 2, the VIF value for the work load variable yes, organizational culture, and work discipline ja is below 5 (VIF < 5), y which indicates the absence of multicollinearity between the independent variables and in the regression model. In addition, the Tolerance value for the three variables is greater than 0.1, so it can be concluded that there is no so multicollinearity in am regression model.

Heteroscedasticity Testing

Table 3. Glejser Test Results

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig |
|------------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 5,856 | 2,082 | | 2,813 | .006 |
| Workload | -.106 | .057 | -.200 | -1,863 | .069 |
| Organizational culture | .086 | .071 | .125 | 1.209 | .229 |
| Work discipline | -.017 | .035 | -.050 | -.482 | .631 |

In the table shows that the significance value of the three variables is more than 0.05, de Thus it can be concluded that there is no so time is heteroscedasticity.

Regression Equation

Table 4. Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig |
|------------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 11.127 | 3.258 | | 3.415 | .001 |
| Workload | -.264 | .170 | -.147 | -1,556 | .123 |
| Organizational culture | .356 | .140 | .242 | 2,545 | .023 |
| Work discipline | .254 | .079 | .420 | 4.484 | .000 |

$$Y = 11.127 - 0.264 X1 + 0.356 X2 + 0.354 X3$$

Coefficient of Determination

Table 5. Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|------|----------|-------------------|----------------------------|
| 1 | .511 | .262 | .237 | 2.96509 |

The table above shows shows that the production variable career life yes work wan (Y) is influenced simultaneously by variable X1 (work load) ja, X2 (organizational culture), and X3 (work discipline). ja) by 26.2%. Meanwhile, 73.8% was influenced by other factors. which is not researched in this research.

Hypothesis Testing

F Test

Table 6. Anova

| Model | Sum of Squares | Df | Mean Square | F | Sig |
|------------|----------------|----|-------------|--------|------|
| Regression | 277,232 | 3 | 92,411 | 10,511 | ,000 |
| Residual | 782,467 | 89 | 8,792 | | |
| Total | 1059.699 | 92 | | | |

The ANOVA test produced a value of 13,719 de with a significance level of 0.000, where F count (10.511) is greater than F table (3.09). This result shows shows that simultaneously, the work load variables yes, organizational culture, and work discipline yes has a significant impact on productivity career life yes work Wan. De Thus, the research hypothesis is accepted, namely: "The workload yes, organizational culture, and work discipline yes has a significant influence on productivity career life yes work wan (accepting H_1 and rejecting H_0)."

t-test

Table 7. Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig |
|------------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 11.127 | 3.258 | | 3.415 | .001 |
| Workload | -.264 | .170 | -.147 | -1,556 | .123 |
| Organizational culture | .356 | .140 | .242 | 2,545 | .023 |
| Work discipline | .254 | .079 | .420 | 4.484 | .000 |

With with a degree of freedom of 91 (result of 93-2) and a significance level of 5%, the t-table value obtained is 1.986. Because the t-count value for the work load variable yes is smaller than the t-table (-1.556 < 1.986), this variable has no influence on y significant impact on productivity career life yes work wan. On the other hand, the organizational culture variable show the influence of y significant impact on productivity career life yes work wan, because the t-count value is greater than the t-table (2.545 > 1.986). This is The same thing also applies to the work discipline variable. yes, y which has a significant influence on productivity career life yes work Wan de with the t-count value being greater than the t-table (4.484 > 1.986).

Discussion

The Influence of Workload on Employee Work Productivity

Work load yes refers to the number of tasks y that need to be completed by an organizational unit know the individual in a structured manner. This process involves various techniques, such as job analysis, workload analysis yes, a know other management

methods da within a certain period of time, in order to obtain information regarding efficiency and effectiveness career life yes in an organizational unit (Suwatno, 2019).

Based on the results of the regression test, it was found that the work load yes it does not affect production career life yes work wan. This finding contradicts just research y conducted by Anita, Aziz, and Yunus (2013) da in a study entitled "The Effect of Placement and Workload on Work Motivation and Its Impact on Work Performance of Employees wai Aceh Manpower and Population Mobility Service". The research shows that the placement and workload variables yes has a positive and significant influence on work performance yes through motivation yes, as evidenced by simultaneous analysis.

The Influence of Organizational Culture on Employee Work Productivity

Culture and In an organization, unity is needed which is formed from a shared understanding among all works wan as part of the organization. This understanding was then developed into a system that which unites various concepts y which is explicitly recognized as the definition of organizational culture. This culture reflects the way in which the organization adapts to with its environment through a combination of various assumptions, behaviors, stories, myths, ideas, metaphors, and other elements. that helps shape the meaning of the alarm clock yes in the organization. In addition, culture includes all activities human life, thoughts and creations in society, including the historical accumulation of various objects know the action y which developed over time (Perucci and Hamby da (Tampubolon, 2017).

The results of the regression analysis shows that organizational culture influences productivity career life yes work wan. This finding is consistent with just research y conducted by Sindy et al. (2022) and in his studies y entitled "The Influence of Organizational Culture on Employee Work Productivity at PT Sepuh Energi Alam". The study concluded that organizational culture has a significant impact on employee work productivity at PT Sepuh Energi Alam. significant impact on productivity levels work history Wan.

The Influence of Work Discipline on Employee Work Productivity

Discipline is a crucial factor to achieve the goal y expected. Therefore, da In a company, work discipline yes becomes aspect y which is very necessary. De with the existence of a culture of discipline, an organization know the agency can be launch the program yes effectively and achieve the target y which has been determined. Work Wan Y who obey the rules, norms and policies the applicable will contribute to lam increase efficiency, effectiveness vitality, and productivity career life yes. On the other hand, the organization with work Wan Y Those who lack discipline will face obstacles there lam be run the program, so that it is productive viability is difficult to increase and the company's goals become more difficult to achieve. Therefore, a leader who good need to make sure that ba the vehicle has discipline y high and set an example in implementing this discipline. Several experts have defined discipline, sa the only one there is Siagian (2017:305), y who stated that discipline is a form of training that which aims to develop and shape knowledge, attitudes and work behavior so that they can work voluntarily yes same with colleagues and others and improve performance yes they are.

The results of the regression test shows that discipline is yes has an influence on production work history wan. This finding is so and just research y carried out by Pertiwi (2017) da in his studies y entitled "The Influence of Work Discipline on Productivity" Civil Servant Work Performance at the Office of Industry, Trade, Cooperatives and UMKM of East Kalimantan Province". The study proves that discipline and lam beker yes it has an impact on productivity the power of the pega civil servants in the agency, as well as the results of the what is obtained can be accepted and proven to be true.

CONCLUSION

The results of this study are shows that the work load yes it has no influence y significant impact on productivity work history wan. On the other hand, organizational culture and work discipline and contribute significantly to the level of productivity work history wan. Simultaneously, the load ker yes, organizational culture, and work discipline yes has an influence y significant impact on productivity career life yes work Wan. Productivity work history wan (Y) is simultaneously influenced by variable X1 (work load) ja), X2 (organizational culture), and X3 (work discipline). ja) of 26.2%, while the remaining 73.8% was influenced by other factors outside this study.

To manage workload yes, CV. Medan Baru Medan is advised to avoid the conditions y which can cause stress at work wan, because this can lower motivation yes they are. If the burden of yes y The amount given is too high and not appropriate with work ability wan, then the completion of the task will feel increasingly difficult. Therefore, the company should place the work Wan according to with their skills in order to increase work motivation Yes. In addition, leaders also need to continue to provide encouragement and motivation to their work. wan to make them more enthusiastic da lam beker yes, y which will ultimately increase customer satisfaction yes they are.

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