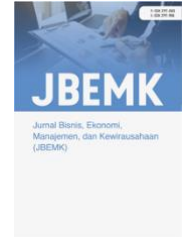




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The Influence of Work Culture and Work Motivation on Employee Performance Through Work Discipline as an Intervention Variable in the Department of Cooperatives, Industry and Trade-Ukm Mojokerto

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Abstract: The purpose of this study was to analyze the Influence of Work Culture and Work Motivation on Employee Performance Through Work Discipline as an Intervening Variable in the Department of Cooperatives, Industry and Trade-UKM Mojokerto. The number of respondents was 50 employees using Census Sampling. Based on the results of the study, it was found that Work Culture on Employee Performance. Assumption testing was carried out using path model analysis (path analysis) stating that Work Culture with T Statistics with a value of 1.578 then a significance value of probability (P-value) $0.115 \geq 0.05$. Work Motivation on Employee Performance. Assumption testing is carried out using path model analysis (path analysis) stating that Work Motivation with a statistical T value of 5,584 then a probability significance value (P-value) of $0.000 \leq 0.05$. Work Discipline on Employee Performance. Assumption testing is carried out using path model analysis (path analysis) stating that Work Discipline with a statistical T value of 3,398 then a probability significance value (P-value) of $0.001 \leq 0.05$. Work Culture on Employee Work Discipline. Assumption testing is carried out using path model analysis (path analysis) stating that with a statistical T value of 4,669 then a probability significance value (P-value) of $0.000 \leq 0.05$. Work Motivation on Employee Work Discipline. Assumption testing is carried out using path model analysis (path analysis) stating that with a statistical T value of 5,578 then a probability significance value (P-value) of $0.000 \leq 0.05$. Work Culture on Employee Performance through Employee Work Discipline. Assumption testing is carried out using path model analysis (path analysis), that the indirect influence of Work Culture on Employee Performance through Employee Work Discipline with a T Statistic value of 2,447 then a significance value of probability (P-value) of $0.015 \leq 0.05$. Work Motivation on Employee Performance through Employee Work Discipline. Assumption testing is carried out using path model analysis (path analysis), stating that the indirect influence of Work Motivation on Employee Performance through Employee Work Discipline with a T Statistic value of 3,603 then a significance value of probability (P-value) of $0.000 \leq 0.05$.

Keyword: Work Culture, Work Motivation, Employee Performance, Work Discipline

INTRODUCTION

Performance is a very important and interesting part because it has proven to be very important in its benefits, an institution wants employees to work hard according to their abilities to achieve good work results, without good performance from all employees, success in achieving goals will be difficult to achieve (Mangkunegara, 2019). Performance basically includes mental attitudes and behaviors that always have the view that the work currently being carried out must be of better quality than the implementation of past work, for the future to be of better quality than now, several factors that are thought to influence performance such as career systems, leadership, welfare, organizational culture and work motivation (Tanjung, 2016).

The Mojokerto Cooperative and Small and Medium Enterprises Service was established in 1964 with the Inspectorate of Cooperatives Agency which is now called the Mojokerto City Cooperative and UMKM Service, the main task and function of the Mojokerto City Cooperative and UMKM Service has the main task of having part of the regional household activities in the field of small and medium business cooperatives and carrying out tasks in accordance with its field of duty. The Mojokerto City Cooperative, UMKM, Industry and Trade Service carries out its duties as the executor of regional government authority in the field of Cooperatives, micro, small and medium enterprises, industry and trade, deconcentration authority and formation tasks given by the government. The above tasks are institutional, which are the responsibility of a Head of Service who in its implementation is assisted by the Secretary, Head of Sub-Service, Head of Technical Implementation Unit of the Service (UPTD), section head and Sub-Section Head in order to complete and follow up on the implementation of government tasks, development. In addition to the main tasks and functions of the Mojokerto City Cooperatives and SMEs Service, it also has a work culture that is different from other agencies in the Mojokerto city government. Work culture is a mental attitude that always seeks improvement or refinement of what has been achieved, by implementing new methods and believing in the progress that will be obtained. As a public servant, the position of civil servants, as a bureaucratic machine, is required to work effectively and efficiently in order to maximize the function of government organizations. In addition to the demands above, another responsibility is to maintain and improve the image of employees in the eyes of the public, because they are often considered as employees who do not have high work innovation so that organizational performance is considered less than optimal. The view provides quite deep encouragement and allows people who understand it to view work, both individually and in groups in an organization as a priority.

Psychologically, it shows that an employee's performance in carrying out his work is greatly influenced by the work culture and work motivation that drives him. The strength of the work culture will be seen from how employees view the work culture so that it influences the behavior that is described as having high motivation, dedication, creativity, ability and commitment. The stronger the work culture, the higher the productivity produced by employees. And in the end it will provide satisfaction to the community with the services provided by state officials. Work culture can be realized after going through a long process. This is because changing old values into new values will take time to become habits and will continue to make improvements and improvements. This personality becomes an attitude, then becomes a behavior that contains elements of enthusiasm, discipline, diligent, honest, responsible, thrifty, integrity; so that the work results will achieve high or satisfactory quality.

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 50 people. The census sampling technique means that all populations are used as samples in the study.

RESULTS AND DISCUSSION

Based on the research results, it was found:

Validity Test

The validity test is used to measure the validity of a questionnaire. The validity of the questionnaire can be determined by calculating the answer scores of each Respondent of the Mojokerto Cooperatives, Industry and Trade-UKM Service Employees. The significance test is carried out by comparing the calculated r value with the r table.

	Cronbach...	rho_A	Composi...	Average Variance Extracted (A...
BUDAYA ...	0.888	0.904	0.917	0.689
DISIPLIN ...	0.857	0.860	0.904	0.702
KINERJA (...)	0.873	0.879	0.908	0.664
MOTIVAS...	0.828	0.828	0.898	0.746

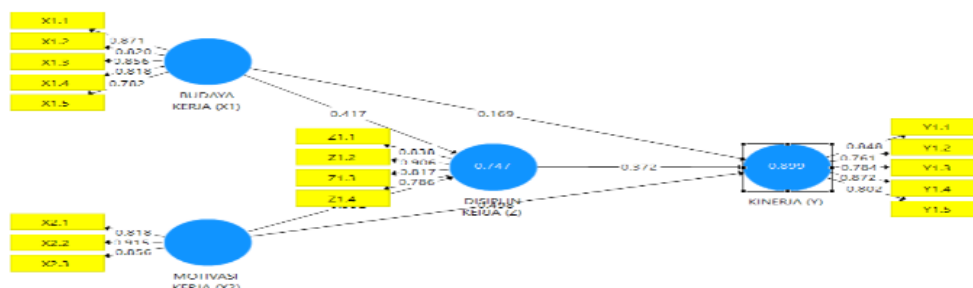
It can be seen that the correlation between each indicator and the total construct score of each variable shows significant results, and shows that r count $>$ r table. So it can be concluded that all question items are declared valid.

Reliability Test Results

	Cronbach...	rho_A	Composi...	Average Variance Extracted (A...
BUDAYA ...	0.888	0.904	0.917	0.689
DISIPLIN ...	0.857	0.860	0.904	0.702
KINERJA (...)	0.873	0.879	0.908	0.664
MOTIVAS...	0.828	0.828	0.898	0.746

The recapitulation of the results of the reliability measurements in the table above shows that the five variables have an alpha value $>$ 0.6, thus the research instrument is suitable for use in data collection.

Research Data Source





DISCUSSION

Based on the calculations in the table above, the research hypothesis can be answered and proven as follows:

H1: It is proven that work culture has a positive and insignificant effect with a probability value of $0.115 \geq 0.05$ on employee performance at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

H2: It is proven that work motivation has a positive and significant effect with a probability value of $0.000 < 0.05$ on employee performance at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

H3: It is proven that work culture has a positive and significant effect with a probability value of $0.00 < 0.05$ on employee work discipline at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

H4: It is proven that work motivation has a positive and significant effect with a probability value of $0.000 < 0.05$ on employee work discipline at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

H5: It is proven that employee work discipline has a positive and significant effect with a probability value of $0.001 < 0.05$ on employee performance at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

H6: It is proven that work culture has a positive and significant effect with a probability value of $0.015 < 0.000$ on employee performance through employee work discipline at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

H7: It is proven that work motivation has a positive and significant effect with a probability value of $0.000 < 0.000$ on employee performance through employee work discipline at the Office of Cooperatives, Industry and Trade-UKM Mojokerto.

CONCLUSION

- 1 Work Culture on Employee Performance at the Mojokerto Cooperatives, Industry and Trade-UKM Office. Assumption testing was conducted using path model analysis (path analysis) of Work Culture with T Statistics with a value of 1.578 and a significance probability value (P-value) of $0.115 \geq 0.05$
- 2 Work Motivation on Employee Performance at the Mojokerto Cooperatives, Industry and Trade-UKM Office. Assumption testing was conducted using path model analysis (path analysis) of Work Motivation with a T statistic value of 5.584 and a significance probability value (P-value) of $0.000 \leq 0.05$
- 3 Work Discipline on Employee Performance at the Mojokerto Cooperatives, Industry and Trade-UKM Office. Assumption testing is carried out using path model analysis (path analysis) of Work Discipline with a statistical T value of 3.398 and a probability significance value (P-value) of $0.001 \leq 0.05$
- 4 Work Culture on Employee Work Discipline at the Mojokerto Cooperatives, Industry and Trade-UKM Service. Assumption testing is carried out using path model analysis (path analysis) of Work Culture with a statistical T value of 4.669 and a probability significance value (P-value) of $0.000 \leq 0.05$.
- 5 Work Motivation on Employee Work Discipline at the Mojokerto Cooperatives, Industry and Trade-UKM Service. Assumption testing is carried out using path model analysis (path analysis) of Work Motivation with a statistical T value of 5.578 and a probability significance value (P-value) of $0.000 \leq 0.05$.
- 6 Work Culture on Employee Performance through Employee Work Discipline at the Mojokerto Cooperative Industry and Trade-UKM Service. Assumption testing was carried out using path model analysis (path analysis), that the indirect influence of Work Culture on Employee Performance through Employee Work Discipline at the Mojokerto Cooperative Industry and Trade-UKM Service with a T Statistic value of 2,447 and a significance probability value (P-value) of $0.015 \leq 0.05$.
- 7 Work Motivation on Employee Performance through Employee Work Discipline at the Mojokerto Cooperative Industry and Trade-UKM Service. Assumption testing was carried out using path model analysis (path analysis), stating that the indirect influence

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