The Influence Of Organizational Culture And Work Life Balance On Employee Performance At Bank Btn Syariah Bogor

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Abstract

This study aims to determine the effect of recruitment and job placement on the performance of Bank BTN Syariah Bogor employees. This type of research is quantitative. The population of this research is the employees of Bank BTN Syariah Bogor. The analysis used is a quantitative technique using a saturated sampling technique with a total population of 50 respondents. The research instrument is a questionnaire. The results of the research instrument test used multiple regression analysis tests, t tests, f tests. The results of the analysis show that organizational culture and work life balance have a significant effect on employee performance with the results of multiple regression analysis tests. The results of the organizational culture t test obtained the results of the t test > t table (4.164 <1.678.) meaning that Ho1 was accepted Ha1 was rejected, the work placement t test obtained results (0.015 > 0.05) meaning that Ho2 was rejected and Ha2 was accepted, and the f test results were (6.141> 1.678) means that Ho3 is rejected Ha3 is accepted. Based on the results of these data it can be concluded that the influence of organizational culture and work life balance on the performance of Bank BTN Syariah Bogor employees.

Keywords: Organizational Culture, Work Life Balance, Employee Performance

Introduction

Human resource management has an important role in corporate organizations. This is because human resources are one of the determining factors of a company, therefore the company wants each employee to work effectively and efficiently so that it is as expected. Every company certainly needs human resources in every field to achieve the company's goals, so it is necessary to have quality human resources, and have high skills. The achievement of the company carried out by employees can be seen from the productivity of the work they do. One of the influences on employee performance is work motivation, with motivation, employees will feel happy and excited in carrying out the assigned tasks so that development and growth in the organization. suggests that performance is the ability of employees to perform certain skills. The importance of human resources to employees in improving the performance of these results will later be assessed by the company. If an employee completes his duties well, the employee will get a reward from the company which is a sign of appreciation aimed at increasing the motivation of other employees to be successful as well, because with healthy competition, the atmosphere is more competitive and productive. Many factors must be considered in organizational culture.

Methods

The type of data required in this study is quantitative. The quantitative method is a survey that conducts research results in which it uses numbers on the amount of data collected to find out how much in the calculation, in quantitative methods produce factual results data which can usually be generalized to several larger populations. In a quantitative study it is important for the researcher because the technique of collecting the type of research conducted.

Data Source

1. Primary Data

   Primary data is a type of data collected from the main source obtained from the object under study directly from the source where the research object is carried out. Primary data is collected through

several methods such as questionnaires and observations. besides that, primary data is also the first information data in a study.

2. Secondary data

Secondary data is a type of data that has been generated or obtained from primary data, data that has been used before. Can obtain data from various sources both internal and external

Data Collection Technique

Data collection carried out by researchers in research is using quantitative data, for the data sources used in this study are as follows:

1. Questionnaire

The questionnaire includes an important aspect of research which consists of a series of questions to collect information from respondents through questions to be answered. Data collection methods, research will get a variety of data so that the research data collection process is more efficient. A good questionnaire must be valid and interesting, questionnaires can be used to collect quantitative or qualitative information.

2. Observation

Observation of the object of all things to obtain information, both in the form of numbers, writing pictures, and others as evidence that can be analyzed. Observation is carried out directly without intermediaries on the object in the place where the event under study takes place. The final result of observation is a report in which there are conclusions from observations about the results of their observations.

3. Library study

Research methods that use libraries, such as books, journals or magazines as a source of data related to the topic to be studied scientific writings provide knowledge of the contents of a work into the background.

Population and Sample

Population according to Sugiyono (2017: 215) is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. The entire research subject as who Englishle has determined then becomes the basis of the research results on the entire number of people or residents who are in a certain area. Every human being can be concluded as a population because every human being has different characteristics and traits. From the above understanding, the population in this study were employees of Bank BTN Syariah Bogor.

Sample is part of the population that is the source of data in the study, where the population is part of the number of characteristics possessed by the population. Then a partial sample taken from the entire research object from a portion of the population that describes and represents the entire research population. Sampling methods can use a variety of ways, differences in data collection techniques and research results. The sampling method is carried out with two techniques, namely probability sampling (random sampling) and non probability sampling (non random sampling). Probability sampling is a sampling technique that uses opportunities in the process of determining the sample or population to be studied because it ensures the results are not random.

Result

1. Validity Test

Table 1. Validity Test Organizational Culture (X1)

Variable	Indicator	Question	r-Statistic	r-Tabel	Significance	Description
Organizational	Individual Initiative	Question 1	0,792	>0,2787	0,000	Valid

Culture		Question 2	0,804	>0,2787	0,000	Valid
	Tolerance to risk	Question 1	0,727	>0,2787	0,000	Valid
		Question 2	0,689	>0,2787	0,000	Valid
	Integration	Question 1	0,730	>0,2787	0,000	Valid
		Question 2	0,785	>0,2787	0,000	Valid
	Control	Question 1	0,634	>0,2787	0,000	Valid
		Question 2	0,604	>0,2787	0,000	Valid
	Identity	Question 1	0,737	>0,2787	0,000	Valid
		Question 2	0,633	>0,2787	0,000	Valid

Source: spss primary data (2023)

Tabel 4.1 menunjukkan bahwa masing-masing pertanyaan di indikator-indikator pada Budaya Organisasi yaitu Inisiatif Individu, Toleransi terhadap tindakan resiko Integrasi, Control, Identitas semua valid dikarenakan lebih besar dari r-tabel 0,2787. Sehingga dapat dikatakan bahwa pertanyaan mampu mengukur apa yang harus diukur. Maka, data-data dapat digunakan untuk uji-uji selanjutnya. Selanjutnya, diuji untuk validitas variabel Work Life Balance.

Table 2. Validity Test Work-Life Balance (X2)

Variable	Indicator	Question	r-Statistic	r-Tabel	Significance	Description
Work Life Balance	Work-life balance	Question 1	0,410	>0,2787	0,000	Valid
		Question 2	0,538	>0,2787	0,000	Valid
	Meeting and taking responsibility for family and work	Question 1	0,600	>0,2787	0,000	Valid
		Question 2	0,695	>0,2787	0,000	Valid
	Having a social life outside of work	Question 1	0,615	>0,2787	0,000	Valid
		Question 2	0,677	>0,2787	0,000	Valid
	Engaged in work, but still able to follow hobbies	Question 1	0,635	>0,2787	0,000	Valid
		Question 2	0,614	>0,2787	0,000	Valid
	Work hour balance	Question 1	0,773	>0,2787	0,000	Valid
		Question 2	0,668	>0,2787	0,000	Valid

Source: spss primary data (2023)

Table 4.2 shows that each question in the indicators on Work Life Balance, namely the balance between work and personal life, meeting and being responsible for family and work, having a social life outside of work, being involved in work, but still being able to follow hobbies and work hour balance are all

declared valid because they are greater than the r-table 0.2787. So it can be said that the questions are able to measure what should be measured and the data can be continued for further tests.

Table 3. Validity Test Employee Perfomance (Y)

Variable	Indicator	Question	r-Statistic	r-Tabel	Significance	Description
Employee Performance	Work Quality	Question 1	0,477	>0,2787	0,000	Valid
		Question 2	0,578	>0,2787	0,000	Valid
	Work Quantity	Question 1	0,678	>0,2787	0,000	Valid
		Question 2	0,806	>0,2787	0,000	Valid
	Cooperation	Question 1	0,792	>0,2787	0,000	Valid
		Question 2	0,804	>0,2787	0,000	Valid
	Responsibility	Question 1	0,727	>0,2787	0,000	Valid
		Question 2	0,689	>0,2787	0,000	Valid
	Initiative	Question 1	0,730	>0,2787	0,000	Valid
		Question 2	0,785	>0,2787	0,000	Valid

Source: spss primary data (2023)

Table 4.3 shows that each question item in the indicators on Employee Performance, namely Work Quality, Work Quantity, Cooperation and Responsibility and Initiative are all valid because they are greater than r-table 0.2787. So it can be said that the question is able to measure what should be measured. Also, further data testing can be continued.Uji Reliabilitas

2. **Reability Test**

Table 4. Reability Test

Cronbach's Alpha	N of Items
.859	10

Source: spss primary data (2023)

Uji Reliabilitas Work Life Balance

Reliability Statistics

Cronbach's Alpha	N of Items
.836	10

Source: spss primary data (2023)

Reliability Statistics

Cronbach's Alpha	N of Items

Uji Reliabilitas Kinerja Karyawan	.872	10

Based on the reliability test results, that the Cronbach's coefficient alpha value is above (>) 0.600, namely 0.946 with this value indicating that the questionnaire is reliable and able to measure what should be measured. Thus, proving that the questionnaire used in this study is a reliable questionnaire. So, it can be continued in further tests.

3. Classical Assumption Test
a. Normality Test

Table 5. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.76944962
Most Extreme Differences	Absolute	.060
	Positive	.058
	Negative	-.060
Test Statistic		.060
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

The normality test on the answer data obtained from the respondents is carried out in order to determine whether the data to be used is normally distributed or not. Data is said to be normal if the Asymp. Sig (2-tailed) is greater than 0.050. In the normality test results above using the Kolmogrov Smirnov formula, the result obtained is 200> 0.050, it can be concluded that if the regression model does not have confounding variables or residuals have a normal distribution.Uji Multikolinearitas

b. Multicollinearity Test

Table 6. Multicollinearity Test

Coefficients[a]			
		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	TOTALX1	.347	2.885
	TOTALX2	.347	2.885

a. Dependent Variable: TOTALLY

Based on the appearance of the spss output table above, it can be seen that in all variables, both the organizational culture (X1) and work life balance (X2) variables show a tolerance value greater than 347 and a VIF value smaller than 2.885. So it can be concluded in this test that there are no symptoms or multicollinearity problems.Uji Heterokedastisitas

c. Heterocedacity Test

		Coefficients^a						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	3.154	1.236		2.551	.014		
	TOTALX1	.032	.053	.147	.612	.543	.347	2.885
	TOTALX2	-.071	.049	-.350	-1.456	.152	.347	2.885
a. Dependent Variable: ABS								

From the results of the heteroscedasticity test with the glatser test, it can be seen that the significance level for variable X1 (Organizational Culture) is 0.543 and variable X2 (Work Life Balance) is 0.152, From this level of significance, it is greater than 0.05, and it can be concluded that there is no heteroscedasticity. That is, none of the independent variables significantly affect the dependent variable Absolute value ut (Abs Ut)

4. Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Analysis
Multiple Linear Regression Test of the Effect of Organizational Culture (X1)) and Work-Life Balance (X2) on Employee Performance (Y)

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.435	2.064		1.664	.103
	TOTALX1	.802	.088	.762	9.100	.000
	TOTALX2	.207	.082	.211	2.523	.015
a. Dependent Variable: TOTALLY						

Based on the table above, the multiple linear analysis formula is obtained as follows:

Y = 3.435 + 0.802 X1 + 0. 207 X2 + error

Based on the regression equation above, it is obtained if:

1. The constant value is 1.137 which means that, if Organizational Culture (X1) = 0.802, Work Life Balance (X2) = 0. 207 then the value of Employee Performance (Y) is 3.435.

2. The regression coefficient value (b1) is 0.369 which means that, if Organizational Culture (X1) increases by 1 unit, Work Life Balance (Y) will increase by 0.369 with other variables held constant.

3. The regression coefficient value (b2) is 0.584 which means that, if Work Life Balance (X2) increases by 1 unit, Employee Performance (Y) will increase by 0.584 with other variables held constant.

As well as from the results of standard coefficients beta, it can be seen that the value of X1 is greater than X2, it concludes that the variable X1 or Organizational Culture has a greater influence on the Performance of Employees of Bank BTN Syariah Bogor than the variable X2 or Work Life Balance.

5. Partial Test (t)

Table 8. Partial Test Work Environment (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta	t	Sig.	Tolerance
1	(Constant)	14,886	4,042		3,683	,001	
	TotalX1	,667	,097	,707	6,862	,000	1,000

a. Dependent Variable: TOTALY

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(Constant)	8,292	3,684		2,251	,029		
TOTALX2	,810	,087	,806	9,322	,000	1,000	1,000

a. Dependent Variable: TOTALY

Judging from table 4.18, conclusions can be drawn based on the hypothesis, as follows:

a) The influence between Organizational Culture (X1) on Work Life Balance (Y

H0 : β1 = 0 : Organizational Culture has no influence on BTN Syariah Bank Bogor.

H1: β1 ≠ 0: Organizational Culture has an influence on Bank BTN Syariah Bogor.

Based on table 4.18, the effect of Organizational Culture (X1) on Employee Performance (Y) obtained a t-Count of 4.164 and greater than the t-table (df = n = 3 or df = 50-3 = 47) = 1.678 and a significant value of 0.000 <0.05, so that H0 is rejected and H1 is accepted, which means that Organizational Culture has a positive and significant effect on Employee Performance.

b) The influence between Work Life Balance (X2) on Employee Performance (Y)

H0 : β1 = 0 : Work Life Balance has no influence on Bank BTN Syariah Bogor

H2 : β2 ≠ 0 : Work Life Balance has an influence on Bank BTN Syariah Bogor.

Based on the table above, the effect of Work Life Balance (X2) on Bank BTN Syariah Bogor (Y) obtained a t-count of 6.141 and greater than the t-table (df = n = 3 or df = 50-3 = 47) = 1.678 and a significant value of 0.015> 0.05, so that H0 is rejected and H1 is accepted, which means that Work Life Balance has a positive and significant effect on Bank BTN Syariah Bogor.

6. Simultaneous Test (f)

Table 11. Simultaneous Test

ANOVAª						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1132,077	2	566,038	70,981	,000ᵇ
	Residual	374,803	47	7,975		
	Total	1506,880	49			
a. Dependent Variable: Employee Perfomance						
b. Predictors: (Constant), Job Satisfaction, Work Environment						

Source of data processing results spss 2023

Based on table 4.20, the research hypothesis can be concluded as follows:

1. Ho: $\beta_1 = \beta_2 = 0$, meaning that Organizational Culture and Work Life Balance have no significant effect on Employee Performance.

2. Ha: $\beta_1 = \beta_2 = 0$, meaning that Organizational Culture and Work Life Balance have a significant effect on Employee Performance.

Based on table 4.20, the effect between Organizational Culture and Work Life Balance obtained f count 126.337 and greater than F table (df1 = k-1 = 3-1 = 2, df2 = n-k = 50-3 = 47, α = 5%). As well as, supported by a significance value of 0.000 and less than 0.05, thus H0 is rejected and H1 is accepted, which means that Organizational Culture and Work Life Balance have a significant effect on the Performance of Employees of BTN Syariah Bank Bogor.

7. Coefficient of Determination

Table 12. Coefficient of Determination

Model Summaryᵇ				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.941ª	.886	.881	1.80671
a. Predictors: (Constant), TOTALX2, TOTALX1				
b. Dependent Variable: TOTALLY				

Source: spss primary data (2023)

Based on table 4.9, the R Square value is 0.674, which means that the influence between Organizational Culture (X1) and Work Life Balance (X2) has an influence of 67.4% on Employee Performance (Y) while 0.326 or 32.6% is influenced by other factors.

Consulsions

From the results of research on the Effect of Organizational Culture and Work Life Balance on Employee Performance of Bank BTN Syariah Bogor, a multiple linear regression equation is obtained, namely Y = 3.435 + 0.802 + 0. 207. Based on the test results conducted with the t test (partial), namely: 1) The Organizational Culture variable has a t count of 4.164 < t table, namely 1.678 with a sig value of 0.356 greater than the probability value of 0.05, or a value of 0.000 <0.05, then Ho and H1 are accepted. This means that there is a significant influence between the organizational culture variable on the performance of BTN Syariah Bank Bogor employees.2) The Work Life Balance variable has a t count of 6.141> t table, namely 1.678 with a sig value of 0.000 less than the probability value of 0.05, or a value of 0.015 <0.05, then Ha is accepted H0 is rejected. This means that there is a significant influence between the Work Life Balance variable on the performance of BTN Syariah Bank Bogor employees. 3) Based on the results of calculations on simultaneous testing of organizational culture and work life balance is 126.337> F table with a significant value is smaller than the probability value of 0.000 <0.05, then Ha is accepted and Ho is rejected. This means that Organizational Culture and Work Lfe Balance have a simultaneous or joint and significant influence on the performance of employees of Bank BTN Syariah Bogor. 4) Based on the results of the coefficient of determination test (R2), the result is 0.647, which means that the influence of organizational culture variables (X1) and work life balance (X2) on employee performance is significant.

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