



THE EFFECT OF SPIRIT AT WORK, ORGANIZATIONAL CULTURE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE PERCUT SEI TUAN CAMAT OFFICE

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ABSTRACT

This study aims to examine the effect of spirit at work, organizational culture, and work environment on the performance of civil servants at the Percut Sei Tuan Sub-district Office. The population in this study amounted to 30 employees with the entire population taken as research samples. Data collection was done by using the questionnaire method. The research data were analyzed quantitatively using multiple linear regression method with the help of SPSS 24.0 application. The results of the quantitative analysis show that the spirit at work, organizational culture, and work environment have a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees, either partially or simultaneously. Where partially the t-test shows that work enthusiasm has a tcount of 4.263 with a significance of 0.000, organizational culture has a t-count of 2.990 with a significance of 0.006, and the work environment has a t-count of 2.384 with a significance of 0.025 so that the most dominant variable affecting employee performance is the variable enthusiasm for work with the greatest count. Meanwhile, simultaneously with the F test shows that the resulting Fcount is 96.395 with a significant value of 0.000. The results of the determination test show that 90.8% of employee performance can be explained and obtained from the spirit, organizational culture, and work environment, while the rest is obtained from other factors. In which employee performance has a very strong relationship to the spirit, organizational culture, and work environment.

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1. Introduction

An organization is a collection of several people with various backgrounds, personality characteristics, thoughts and habits that are different from one another but have the same goal in advancing the organization. In order to achieve the successful implementation of their duties, it is very necessary to have a good communication strategy in dealing with task problems. In carrying out office activities, of course, there is a communication between one person and another to convey information. Because a social relationship can not be separated from a communication. Every organization including the company has a common goal to be achieved so that every member of the organization strives to realize these goals.

Kasmir (2018: 182) explains that performance is the result of work and behavior that has been achieved in completing the tasks and responsibilities given in a certain period. If every employee is able to provide good performance in the company, then the company's goals are easier to achieve and the company can still run smoothly. Therefore, employee performance has an important role in keeping the organization running well.



Kasmir (2018: 189) explains that there are many factors that influence employee performance, both results and work behavior, namely: abilities and skills, knowledge, work design, personality, work spirit and work motivation, leadership, leadership style, organizational culture, job satisfaction, environment, work, loyalty, commitment, and work discipline. Deikme (2016) in his research shows that Work Motivation and Organizational Culture partially or simultaneously have a significant effect on the performance of civil servants in the Mimika Regency Secretary of Papua Province. Sofyan (2016) in his research also shows that the work environment has a significant effect on the performance of civil servants in the BAPPEDA environment. Handayani (2016) in his research also shows that the work environment and work enthusiasm both partially and simultaneously have a positive and significant effect on the performance of PNS Balitsa Lembang.

NitiseMITO (2017: 427) argues that work enthusiasm is doing work more actively so that work can be expected to be faster and better. Work enthusiasm is a spiritual condition or individual behavior of workers in the company and this has an impact on the work environment, both which has the speed and direction of the workforce's reaction to all kinds of activities. With high employee enthusiasm, of course, a truly optimal employee performance will create an impact on the high progress of the company. Enthusiasm is very important for every employee, with high enthusiasm, performance will increase because employees will do work harder so that work can be expected to be faster and better.

Moekijat (2016:45) explains that organizational culture is a philosophy based on a view of life as values that become the nature, habits, and driving forces, entrenched in the life of a community group or organization which is reflected in attitudes into behaviors, beliefs, ideals. - ideals, opinions and actions that are realized as work or work. In an educational organization called a school, you will find a lot of culture, the unique behavior of each school where each school has its own culture that will affect the performance of existing teachers. Organizational culture is a system of values and beliefs shared by members of an organization that distinguishes the organization from other organizations. The interaction of people in an organization describes the culture of the organization. A strong organizational culture supports the goals of the company, whereas a weak or negative culture hinders or contradicts the goals of an organization.

NitiseMITO (2017: 183) explains that the work environment is everything that is around the worker and that can affect him in carrying out the tasks assigned. Work activities cannot be separated from the circumstances and atmosphere that surrounds them. This situation and atmosphere consists of the physical environment and the non-physical environment. If the work environment can create a comfortable atmosphere and provide peace, it will make the work atmosphere conducive, so that it can improve employee work results for the better because they work comfortably and with minimal interference from the work environment.

The Percut Sei Tuan sub-district office is a government agency above the village government but under the Deli Serdang Regency government. The sub-district has the task of carrying out some of the authority of the district government in its working area, which includes the fields of government, economy, development, people's welfare and the development of community life as well as other public service matters submitted by the Regent.

The Percut Sei Tuan sub-district office has employees who are divided into 2 main sections, namely employees with civil servant status and employees with honorary status. Both employees with civil servant status or honorary status are required to have good performance so that the community can be served properly so that the vision and mission of the agency can be achieved.

As a government agency whose community is in Percut Sei Tuan District and the village government under it, every employee is required to be able to do and complete each task and responsibility properly so that various errors in population registration do not occur that can interfere with population administration. The government's commitment to provide fast, accurate, and transparent services makes every employee must be able to work more efficiently and effectively so that employees are required to have better performance.

2. Methodology

Categorized based on the level of explanation, this research is an associative research, while based on the data processed, this research is included in the type of quantitative research. Manullang and Pakpahan (2017: 19) explain that associative research or causal research (causal relationship) is research that wants to see whether a variable that acts as an independent variable has an effect on other variables that are the dependent variable. Manullang and Pakpahan (2017: 19) also explain that quantitative research is research by obtaining data in the form of numbers or qualitative data that is numbered. So this research is an associative-quantitative research. This research was conducted at the Percut Sei Tuan Sub-district Office, which is located at Jalan



Usman Siddik No.22, Bandar Khalipah, Kec. Percut Sei Tuan, Deli Serdang Regency, North Sumatra 20371. This research was conducted at the Percut Sei Tuan Sub-district Office, which is located at Jalan Usman Siddik No.22, Bandar Khalipah, Kec. Percut Sei Tuan, Deli Serdang Regency, North Sumatra 20371. Given that the total population in the Percut Sei Tuan Sub-district Office is only 30 employees, the sample used is a saturated sample where the entire population of 30 employees is used as respondents for the sample. study. Sources of data in this study came from respondents. Where in collecting the data, the researcher will distribute a questionnaire containing questions to each respondent.

The sampling technique used was random sampling and the data sources in the study were obtained from interviews, employees and from the results of the questionnaire. The data analysis method used is multiple regression analysis with classical assumption testing consisting of normality test, multicollinearity test, heteroscedasticity test and hypothesis testing in this study using a simultaneous test (F-test) and partial test (t-test), as well as testing coefficient of determination (R²). Before the data is analyzed and evaluated, the data is first tested with validity and reliability tests.

3. Result and Discussion

3.1 Result

3.1.1 Validity Test

TABLE 1.
 RESULTS OF THE VALIDITY OF EACH QUESTION ITEM ON THE VARIABLE ENTHUSIASM (X₁)

Items order	Symbol	R _{count}	R _{rticis}	Description
1	X _{1,1}	0,826	0,3	Valid
2	X _{1,2}	0,606	0,3	Valid
3	X _{1,3}	0,726	0,3	Valid
4	X _{1,4}	0,863	0,3	Valid
5	X _{1,5}	0,896	0,3	Valid
6	X _{1,6}	0,420	0,3	Valid
7	X _{1,7}	0,885	0,3	Valid
8	X _{1,8}	0,783	0,3	Valid

Source: Data Processing Results with SPSS 24.0 Application (2021)

The results of the validity test show that the entire rcount value of each question item on the Work Enthusiasm variable (X₁) is greater than 0.3. So based on the results of the validity test, it can be concluded that all the questions used in the questionnaire for enthusiasm are proven valid.

TABLE 2
 RESULTS OF THE VALIDITY OF EACH QUESTION ITEM ON ORGANIZATIONAL CULTURE VARIABLES (X₂)

Items order	Symbol	R _{count}	R _{rticis}	Description
1	X _{2,1}	0,630	0,3	Valid
2	X _{2,2}	0,383	0,3	Valid
3	X _{2,3}	0,602	0,3	Valid
4	X _{2,4}	0,715	0,3	Valid
5	X _{2,5}	0,429	0,3	Valid
6	X _{2,6}	0,691	0,3	Valid
7	X _{2,7}	0,649	0,3	Valid
8	X _{2,8}	0,353	0,3	Valid

Source: Data Processing Results with SPSS 24.0 Application (2021)

The results of the validity test show that the entire r-value of each question item on the Organizational Culture variable (X₂) is greater than 0.3. So based on the results of the validity test,

it can be concluded that all the questions used in the questionnaire for organizational culture are proven valid.

TABLE 3.
RESULTS OF THE VALIDITY OF EACH QUESTION ITEM ON WORK ENVIRONMENT VARIABLES (X3)

Items order	Symbol	R _{count}	R _{rticis}	Description
1	X _{3,1}	0,830	0,3	Valid
2	X _{3,2}	0,420	0,3	Valid
3	X _{3,3}	0,653	0,3	Valid
4	X _{3,4}	0,863	0,3	Valid
5	X _{3,5}	0,676	0,3	Valid
6	X _{3,6}	0,505	0,3	Valid
7	X _{3,7}	0,692	0,3	Valid
8	X _{3,8}	0,879	0,3	Valid
9	X _{3,9}	0,533	0,3	Valid
10	X _{3,10}	0,827	0,3	Valid

Source: Data Processing Results with SPSS 24.0 Application (2021)

The results of the validity test show that the entire rcount value of each question item on the Work Environment (X3) variable is greater than 0.3. So based on the results of the validity test, it can be concluded that all the questions used in the questionnaire for the work environment are proven valid.

TABLE 4. RESULTS OF THE VALIDITY OF EACH QUESTION ITEM ON EMPLOYEE PERFORMANCE VARIABLES (Y)

Items order	Symbol	R _{count}	R _{rticis}	Description
1	Y ₁	0,808	0,3	Valid
2	Y ₂	0,376	0,3	Valid
3	Y ₃	0,478	0,3	Valid
4	Y ₄	0,817	0,3	Valid
5	Y ₅	0,427	0,3	Valid
6	Y ₆	0,872	0,3	Valid
7	Y ₇	0,400	0,3	Valid
8	Y ₈	0,798	0,3	Valid

Source: Data Processing Results with SPSS 24.0 Application (2021)

The results of the validity test show that the entire rcount value of each question item on the Employee Performance variable (Y) is greater than 0.3. So based on the results of validity testing, it can be concluded that all the questions used in the questionnaire for employee performance are proven valid.

3.1.2 Reliability Test

TABLE 5
RELIABILITY RESULTS ON ENTHUSIASM VARIABLES (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,925	8

Source: Data Processing Results with SPSS 24.0 Application (2021)

Each question item on the Work Enthusiasm variable (X1) has a Cronbach's Alpha value of 0.925 which is greater than 0.7 so that all question items are reliable..

TABLE 6



RELIABILITY RESULTS OF ORGANIZATIONAL CULTURE VARIABLES (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,820	8

Source: Data Processing Results with SPSS 24.0 Application (2021)

Each question item on the Organizational Culture variable (X2) has a Cronbach's Alpha value of 0.820 which is greater than 0.7 so that all question items are reliable or reliable.

TABLE 7.
 SUCCESS ENVIRONMENT VARIABLE RELIABILITY RESULTS (X3)

RELIABILITY STATISTICS	
Cronbach's Alpha	N of Items
0,916	10

Reliability Results of Organizational Culture Variables (X2)Source: Data Processing Results with SPSS 24.0 Application (2021)

Each question item on the Work Environment variable (X3) has a Cronbach's Alpha value of 0.916 which is greater than 0.7 so that all question items are reliable or reliable..

TABLE 8.
 RELIABILITY RESULTS VARIABLES OF EMPLOYEE PERFORMANCE (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,858	8

Source: Data Processing Results with SPSS 24.0 Application (2021)

Each question item on the Employee Performance variable (Y) has a Cronbach's Alpha value of 0.858 which is greater than 0.7 so that all question items are reliable or reliable..

3.1.3 Multiple Linear Regression

TABLE 9.
 MULTIPLE LINEAR REGRESSION TEST RESULTS

Model	Coefficients ^a		
	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	2,757	1,830	
Work Enthusiasm (X ₁)	0,418	0,098	0,470
Organizational culture (X ₂)	0,304	0,102	0,319
Work environment (X ₃)	0,159	0,067	0,235

a. Dependent Variable: Kinerja Pegawai (Y)

Source: Data Processing Results with SPSS 24.0 Application (2021)

From the results of the multiple linear regression test shown in the table above, the following multiple linear regression equation is obtained:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

$$Y = 2,757 + 0,418X_1 + 0,304X_2 + 0,159X_3 + e$$

The explanation of the multiple linear regression equation above is as follows:

- a. a. If everything in the independent variables is considered zero or non-existent or not counted, both Work Spirit (X₁), Organizational Culture (X₂), and Work Environment (X₃), then Employee Performance (Y) is already there, which is 2.757.
- b. b. If there is an increase in the Work Enthusiasm variable (X₁) by 1 unit, then Employee Performance (Y) will increase by 0.418 units. This indicates that enthusiasm has a positive

effect on employee performance. So that the more enthusiasm increases, the employee's performance increases as well, on the contrary if the enthusiasm decreases, the employee's performance will also decrease

- c. c. If there is an increase in the Organizational Culture variable (X2) by 1 unit, then Employee Performance (Y) will increase by 0.304 units. This indicates that organizational culture has a positive effect on employee performance. So that an increase in organizational culture will improve employee performance, otherwise a decrease in organizational culture will reduce employee performance.
- d. d. If there is an increase in the Work Environment variable (X3) by 1 unit, then Employee Performance (Y) will increase by 0.159 units. This indicates that the work environment has a positive effect on employee performance. So that the better the employee's work environment, the better the employee's performance, on the contrary, the worse the work environment, the lower the employee's performance.

3.1.4 Partial Significance Test (t Test)

TABLE 10
T TEST RESULTS

Coefficients ^a		
Model	t	Sig.
1 (Constant)	1,506	0,144
Work Enthusiasm (X ₁)	4,263	0,000
Organizational culture (X ₂)	2,990	0,006
Work environment (X ₃)	2,384	0,025

a. *Dependent Variable: Kinerja Pegawai (Y)*

Source: Data Processing Results with SPSS 24.0 Application (2021)

t_{table} of the regression model can be searched using the t table or Ms. Excel where the regression model has a df value of 44. By typing =tinv (0.05;26) in Ms. Excel then obtained a t_{table} of 2.056. Decision making from the results of the t_{test} is explained as follows:

- 1) The Influence of Work Enthusiasm (X1) on Employee Performance (Y)

The results of the t-test indicate that the t-count for the variable enthusiasm (X1) is 4.263, with a t-table value of 2.056, it is known that the tcount > ttable. Then accept Ha and reject Ho. The significant value of t of the Work Enthusiasm variable (X1) is 0.000, where this value is much smaller than the significant threshold of 0.05. Then accept Ha and reject Ho.

Therefore, the test results meet the equation tcount > ttable and significant < 0.05. So it can be concluded that partially there is a significant influence of Work Enthusiasm (X1) on Employee Performance (Y).

- 2) The Influence of Organizational Culture (X2) on Employee Performance (Y)

The results of the t-test indicate that the t-count for the Organizational Culture variable (X2) is 2.990, with a t-table value of 2.056, it is known that the tcount > ttable. Then accept Ha and reject Ho. The significant value of t of the Organizational Culture variable (X2) is 0.006, where this value is much smaller than the significant threshold of 0.05. Then accept Ha and reject Ho.

Therefore, the test results meet the equation tcount > ttable and significant < 0.05. So it can be concluded that partially there is a significant influence of Organizational Culture (X2) on Employee Performance (Y).

- 3) Effect of Work Environment (X3) on Employee Performance (Y)

The results of the t-test indicate that the tcount for the Work Environment (X3) variable is 2,384, with a ttable value of 2,056, it is known that the tcount > ttable. Then accept Ha and reject Ho. The significant value t of the Work Environment (X3) variable is 0.025, where this value is much smaller than the significant threshold of 0.05. Then accept Ha and reject Ho.



Therefore, the test results meet the equation $t_{count} > t_{table}$ and significant < 0.05 . So it can be concluded that partially there is a significant influence of the Work Environment (X3) on Employee Performance (Y).

Based on the t test (partial test) conducted, it can be concluded that all independent variables X in this study partially have a significant effect on the dependent variable Y. Where Work Spirit (X1) is the variable that has the most influence on Employee Performance (Y) because it has a t value. the largest and has the smallest significant value compared to other variables, which has a tcount of 4.263 and a significant value of 0.000.

3.1.5 Simultaneous Significant Test (Test F)

TABLE 11.
 F TEST RESULTS

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	569,956	3	189,985	96,395	0,000^b
	Residual	51,244	26	1,971		
	Total	621,200	29			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Enthusiasm (X₁), Organizational culture (X₂), Work environment (X₃)

Source: Data Processing Results with SPSS 24.0 Application (2021)

Based on the significant value generated, it is known that the significant value of the F test conducted is 0.000 where this significant value is much smaller than 0.05. So accept H_a and reject H_o.

To make a decision by comparing F_{count} with F_{table}, first look for the value of F_{table}. Where based on the table above, the df₁ value is 3 and the df₂ value is 26. By looking at table F or using the formula on Ms. Excel by typing =finv (0.05;3;26) will produce a F_{table} value of 2.975.

The results of the F test from the table above show that the F_{count} obtained is 96.395. This F_{count} value is much greater than the F_{table} value which is 2,975. Then accept H_a and reject H_o.

So based on the F test it can be concluded that the regression model in this study, namely Work Spirit (X1), Organizational Culture (X2), and Work Environment (X3) simultaneously have a significant effect on Employee Performance (Y).

3.1.6 Coefficient of Determination

TABLE 12.
 DETERMINATION TEST RESULTS

Model	R	R Square	Model Summary ^b		Std. Error of the Estimate
			Adjusted R Square		
1	0,958^a	0,918	0,908		1,4039

a. Predictors: (Constant), Work environment (X₃), Work Enthusiasm (X₁), Organizational culture (X₂)

b. Dependent Variable: Employee Performance (Y)

Source: Data Processing Results with SPSS 24.0 Application (2021)

From the results of the determination test, it is known that the adjusted R Square value obtained is 0.908 which can be called the coefficient of determination, this indicates that 90.8% of employee performance can be obtained and explained by enthusiasm, organizational culture, and work environment. While the remaining 9.8% can be explained by other factors or variables outside the model such as compensation, career development, training, and others.

The results of the determination test also showed that the R value was 0.958. This indicates that the relationship between Work Spirit (X1), Organizational Culture (X2), and Work Environment (X3) on Employee Performance (Y) is very close or very strong. This is because the value of R is in the range of values from 0.8 to 0.99. The greater the value of R, the closer the relationship between the independent variable and the dependent variable. To see the type of relationship based on the R value, see the following table:

TABLE 13.
 TYPE OF RELATIONSHIP IN THE DETERMINATION TEST

Value	Interpretation
0,0 – 0,19	Very Not Close
0,2 – 0,39	Not Close
0,4 – 0,59	Close enough
0,6 – 0,79	close
0,8 – 0,99	Very Close

Source: Sugiyono (2016: 287)

3.2 Discussion

1. H₁ Hypothesis

H₁ Hypothesis states: Work enthusiasm partially has a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees. Based on the results of the analysis of the results of the tests that have been carried out, it is known that the variable enthusiasm (X1) has a regression value of 0.418 which indicates that enthusiasm has a positive effect on employee performance. The results of the t-test indicate that the t-count for the variable enthusiasm (X1) is 4.263, with a t-table value of 2.056, it is known that the tcount > ttable. The significant value of t of the Work Enthusiasm variable (X1) is 0.000, where this value is much smaller than the significant threshold of 0.05. Therefore, the test results meet the equations tcount > ttable and sig < 0.05. Then reject Ho (accept Ha). So it can be concluded that partially there is a significant influence of Work Enthusiasm (X1) on Employee Performance (Y).

Therefore, the H₁ Hypothesis which states: "Work spirit partially has a positive and significant effect on the performance of the employees of the Percut Sei Tuan Sub-district Office" has been tested, accepted, and proven true (accept Ha).

The results of this study are in line with the theory put forward by Kasmir (2018: 189) explaining that there are many factors that affect employee performance, both results and work behavior, one of which is work spirit. In addition, Sutrisno (2016: 152) also suggests that there are various factors that affect employee performance, one of which is employee enthusiasm. If employees have a sense of enthusiasm in working to produce the best work, of course employee performance will increase. Conversely, if the employee's sense of enthusiasm in working decreases to produce better work results, then employee performance will decrease. The results of this study are also in line with the results of research conducted by Syahropi (2016) and Handayani (2016) which show that there is a positive and significant influence of work enthusiasm on employee performance..

Nitisemito (2017: 427) argues that work enthusiasm is doing work more actively so that work can be expected to be faster and better. Meanwhile, Siagian (2016: 57) states that employee enthusiasm shows the extent to which employees are passionate about carrying out their duties and responsibilities within the company. Enthusiasm can be seen from attendance, discipline, punctuality in completing work, passion for work and responsibility. Work enthusiasm is a spiritual condition or individual behavior of workers in the company and this has an impact on the work environment, both which has the speed and direction of the workforce's reaction to all kinds of activities. With high employee enthusiasm, of course, a truly optimal employee performance will create an impact on the high progress of the company. Therefore, every company management basically tries hard to foster a high employee enthusiasm that can be relied upon in the face of such fierce business competition. Enthusiasm is very important for every employee, with high enthusiasm, performance will increase because employees will work harder so that work can be expected to be faster and better. Such as punctual attendance, not absenteeism, and more efficient and effective use of work time. Likewise, if the enthusiasm decreases, the performance decreases as well. So in other words, enthusiasm will positively affect employee performance.

2. H₂ Hypothesis

H₂ Hypothesis states: Organizational culture partially has a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees. Based on the results of the analysis of the test results that have been carried out, it is known that the Organizational Culture variable (X2) has a regression value of 0.304 which indicates that organizational culture has a positive effect on employee performance. The results of the t-test indicate that the t-count for the Organizational Culture variable (X2) is 2.990, with a t-table value of 2.056, it is known that the tcount > ttable. The significant value of t of the



Organizational Culture variable (X2) is 0.006, where this value is much smaller than the significant threshold of 0.05. Therefore, the test results meet the equations $t_{count} > t_{table}$ and $sig < 0.05$. Then reject H_0 (accept H_a). So it can be concluded that partially there is a significant influence of Organizational Culture (X2) on Employee Performance (Y).

Therefore, the H_2 Hypothesis which states: "Organizational culture partially has a positive and significant effect on the performance of the employees of the Percut Sei Tuan Sub-district Office" has been tested, accepted, and proven correct (accept H_a).

The results of this study are in line with the theory put forward by Kasmir (2018: 189) explaining that there are many factors that affect employee performance, both results and work behavior, one of which is organizational culture. In addition, Hubeis (2015: 56) also explains that organizational culture is one of the factors that affect employee performance. So that the culture inherent in the organization will affect employees in producing their performance. The results of this study are also in line with the results of research conducted by Yurinas (2019), Deikme (2016), and Andayani and Tirtayasa (2019) which show that organizational culture has a positive and significant effect on employee performance.

Moekijat (2016:45) explains that organizational culture is a philosophy based on a view of life as values that become the nature, habits, and driving forces, entrenched in the life of a community group or organization which is reflected in attitudes into behaviors, beliefs, ideals. - ideals, opinions and actions that are realized as work or work. In an educational organization called a school, you will find a lot of culture, the unique behavior of each school where each school has its own culture that will affect the performance of existing teachers. Organizational culture is a system of values and beliefs shared by members of an organization that distinguishes the organization from other organizations. The interaction of people in an organization describes the culture of the organization. A strong organizational culture supports the goals of the company, whereas a weak or negative culture hinders or contradicts the goals of an organization.

3. H_3 Hypothesis

H_3 Hypothesis states: The work environment partially has a positive and significant effect on the performance of the employees of the Percut Sei Tuan Sub-District Office. Based on the results of the analysis of the test results that have been carried out, it is known that the Work Environment variable (X3) has a regression value of 0.159 which indicates that the work environment has a positive effect on employee performance. The results of the t-test indicate that the t_{count} for the Work Environment (X3) variable is 2,384, with a t_{table} value of 2,056, it is known that the $t_{count} > t_{table}$. The significant value t of the Work Environment variable (X3) is 0.025, where this value is much smaller than the significant threshold of 0.05. Therefore, the test results meet the equations $t_{count} > t_{table}$ and $sig < 0.05$. Then reject H_0 (accept H_a). So it can be concluded that partially there is a significant influence of the Work Environment (X3) on Employee Performance (Y).

Therefore, the H_3 Hypothesis which states: "The work environment partially has a positive and significant effect on the performance of the employees of the Percut Sei Tuan Sub-district Office" has been tested, accepted, and proven correct (accept H_a).

The results of this study are in line with the theory put forward by Kasmir (2018: 189) explaining that there are many factors that influence employee performance, both results and work behavior, namely: abilities and skills, knowledge, work design, personality, work motivation, leadership, leadership style, culture. organization, job satisfaction, work environment, loyalty, commitment, and work discipline. In addition, Sutrisno (2016:152) explains that there are various factors that affect employee performance, namely: competence, initiative, mental agility, career development schemes, loyalty, work discipline, rewards, enthusiasm, training, and work environment. A clean, tidy, comfortable environment and supported by good relations between employees will increase the employee's sense of enthusiasm at work so as to improve employee performance. The results of this study are also in line with the results of research conducted by Yanuari (2019), and Arianto (2016) which show that the work environment has a positive and significant effect on employee performance.

Nitisemito (2017: 183) explains that the work environment is everything that is around the worker and that can affect him in carrying out the tasks assigned. Work activities cannot be separated from the circumstances and atmosphere that surrounds them. This situation and atmosphere consists of the physical environment and the non-physical environment. If the work environment can create a comfortable atmosphere and provide peace, it will make the work atmosphere conducive, so that it can improve

employee work results for the better due to working comfortably and minimal interference from the work environment..

4. H₄ Hypothesis

H₄ Hypothesis states: Work enthusiasm, organizational culture, and work environment simultaneously have a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees. Based on the results of the analysis of the results of the tests that have been carried out, it is known that the variables of Work Spirit (X1), Organizational Culture (X2), and Work Environment (X3) each have a positive regression value which indicates that together (simultaneously) enthusiasm, organizational culture, and work environment have a positive effect on employee performance. The results of the F test show that the Fcount obtained is 96.395. The value of Fcount is much greater than the value of Ftable which is 2,975. The significant value is 0.000, where this value is much smaller than the significant threshold of 0.05. Therefore, the test results meet the equation $F_{count} > F_{table}$ and $sig < 0.05$. Then reject Ho (accept Ha).

So it can be concluded that simultaneously there is a significant influence of Work Spirit (X1), Organizational Culture (X2), and Work Environment (X3) on Employee Performance (Y). Therefore, the hypothesis H₄ which reads: "Work spirit, organizational culture, and work environment simultaneously have a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees" has been tested, accepted, and proven true (accept Ha).

These results are in line with the theory put forward by Kasmir (2018: 189) explaining that there are many factors that influence employee performance, both results and work behavior, namely: abilities and expertise, knowledge, work design, personality, work spirit and work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline.

4. Conclusion

1. Work enthusiasm partially has a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees.
2. Organizational culture partially has a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees.
3. The work environment partially has a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees.
4. Enthusiasm, organizational culture, and work environment simultaneously have a positive and significant effect on the performance of the Percut Sei Tuan Sub-District Office employees where the work spirit variable is the variable that most influences employee performance..

Suggestions that researchers put forward, namely:

1. To increase employee enthusiasm, it is recommended for the Head of Percut Sei Tuan to create a career or position development scheme that is fair and prioritizes performance aspects, so that employees are encouraged to improve their performance because of the motives and expectations to be achieved so that employee enthusiasm increases.
2. To improve a better organizational culture at work, it is recommended for the Head of Percut Sei Tuan to carry out work regulations and procedures fairly to every existing employee, increase cooperation between employees to achieve the company's vision and mission by involving every employee in the process of determining policy direction, and encourage employees to have integrity and continue to learn and work better through the education and training process.
3. To improve the employee's work environment for the better, it is recommended for the Head of Percut Sei Tuan to give each employee a suggestion form for assessing the employee's work area and what the employee wants. This is because only employees understand the level of lighting, air temperature, and comfortable facility layout arrangements in their respective work areas.
4. The results of the study indicate that work enthusiasm is the most influential variable on employee performance. Therefore, to accelerate the improvement of employee performance for the better, it is recommended for the Head of Percut Sei Tuan to prioritize the aspect of increasing enthusiasm first. If enthusiasm increases, it will have a more significant impact on improving employee performance.



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