



THE INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON PERFORMANCE EMPLOYEE ON SECRETARIAT AREA REGENCY BENGKULU MIDDLE

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A B S T R A C T

Organizational Culture and Work Motivation are factors that influence the appraisal of an employee's performance. the regional Secretariat of Central Bengkulu Regency is a government agency tasked with supporting the performance of the Regional Head. this study used a quantitative approach method with the number of respondents assessed as many as 60 respondents from 104 employees in the Regional Secretariat of Central Bengkulu Regency. Researchers randomly took 60 respondents from 104 employees spread from various parts of the Regional Secretariat. Sampling of 60 people because this number is sufficient for the minimum standard to get results from the problems studied. In this study there are three variables that are the basis of research, namely Organizational Culture, Work Motivation and Employee Performance. In the assessment for aspects of Organizational Culture, there are seven indicators, namely Attention to Detail, Result Orientation, Human Orientation, Team orientation, aggressiveness, stability, and Innovations & risk Taking. US for the Work Motivation aspect, there are three indicators, namely Achievement Needs, Relationship Needs and Strength Needs. For aspects of Employee Performance, assessment indicators consist of Work quality, Work quantity, cooperation, Responsibility and initiative. the research the results obtained are that Organizational Culture and Work Motivation have an Influence on Employee performance, which means that Ho is rejected and Ha is accepted with an influence value of 66.7% for the influence of Organizational Culture and 14.5% for the influences of Work motivation.



INTRODUCTION

Employee performance or results are always expected from an organization, be it a business or government agencies, because good employees can make the best contribution to reach objective organization. Performance employee Also influence performance company. According to Mangkunegara (2009: 18), performance is the result of qualitative and quantitative work carried out by an employee in carrying out their duties in accordance with their responsibilities Which charged to her. With say other, continuity something company or organization depends on its people. The output is the output generated by something because of activities within a certain time (Wirawan, 2009: 5).

According to Kasmir (2016: 182), performance is the result of work and work behavior achieved in fulfilling the duties and responsibilities given within a certain period of time. In on the other hand, according to Edison (2016: 190), performance is the result of a process related to time time and measured according to rules or agreements that have been set. Actual performance an employee compared to with performance expected of the employee. Expectedwork performance is a performance standard that can be used as a reference by employees to ensure that their performance matches their position in comparison with standard Which has determined And For help they reach efficiency maximum.

On generally in sector service public, quality performance employee very take precedence in give service to public. Because as institution government which give service, naturally quality, quantity and time in work all must achieved with good so that can impact on gift good public service too. Employees must be able and required to work independently maximum and measurable in accordance with the standard operating procedures for services. Not only in the public

service sector, in other sectors and institutions as well as the quality of employee performance also take precedence become consideration so that objective from institution can achieved. Lots factors that can affect the quality of employee performance, and there are indicators that can used in providing employee performance appraisal.

Empirically the performance of employees in general in the public service sector is still often occur complaints from the public as a user or recipient service public. Lots factor which for public that service public the Good or No. Public services in an organization or institution can be considered good for the organization, however for public matter the no make benchmark. Because for society, they judge based on what they receive from the service. This condition is almost evenly distributed in the public service sector throughout Indonesia. Good performance has not been able to make the basis that the public services provided are good. Like study which done by Robbie (2020) which lift title study about "The Effect of Employee Performance on the Quality of Public Services at the BPJS Office Health Branch Macassar". Results study show, in category performance employee, on office BPJS Health enter in category Good. However on in fact, public which accept service health feel that service which is given by BPJS Kesehatan respectively not yet maximum.

Another research conducted by Putri & Mursyidah (2022) raised the title research on "TheEffect of Employee Performance on the Quality of Administrative Services In Tanggulangin District, Sidoarjo Regency. The research results show that the performance of employees in the Tanggulangin District Office, Sidoarjo Regency not optimal and not in accordance with the expectations of the community as



service users service. Based on two study in on, can concluded that performance employee positive effect on public services. Service conditions are still not optimal is condition general which happen on sector service public in Indonesia. So from it is for the sake of improving public services, employee performance must be improved. However to improve employee performance, leaders must first know how current condition of employee performance by measuring performance employee.

Factor other which influence performance employee is motivation. According to Siagian in Suwati (2013: 43), motivation is the deployment of skills, expertise, competence, energy and time to be involved in various activities that are the responsibility and obligation for employee. For reach objective and obligations, given as mover. power for execution. Goals Reached You can reach the organization You. As stated by Stoner (Notoatmojo, 2015: 125), the relationship between motivation and employee performance is that motivation is a factor that affects employees or performance employee.

Study which done by Djmagau (2019) explain that style leadership, work motivation and organizational culture provide a positive influence and significantly to the performance of employees of PT. Bank BNI Syariah Palu. Other opinions too be delivered by Kamaliah (2018) that style leadership, culture organization And work motivation has a positive effect on the performance of accountants at BPKP Riau. Based on two opinion described on, can concluded that every factor which are already explained on own connection or linkages in influence performance clerk/employee. In the

explanation above the factors studied about leadership style, culture organization And motivation work which give influence positive to enhancement performance clerk/employee.

Organizational culture and motivation are two important factors that are interrelated. Culture organization play role key in build performance and productivity employee. Organizational culture shapes employee behavior that enables the organization work more efficient and effective, increase consistency, finish conflict, and increase coordination and control. Culture organization motivating employee with provide comfort, belonging, loyalty, trust and values in place work, making them think positively about themselves and the organization. With In this way, the organization maximizes the potential of its employees and outperforms the competition. Culture organization also ultimately motivating employee for finish the job they.

Secretariat Area Regency Bengkulu Middle is agency or institution government tasked with assisting the Regional Head in this case the Central Bengkulu Regent in preparing policies and coordinating the administration of the implementation of tasks regional apparatus and administrative services. This means that the Regional Secretariat has a role important in coordinating all forms of administrative responsibility originating from every agencies in Central Bengkulu Regency.

Given the very important task as the Regional Secretariat, of course performance which good very expected to use reach objective or task from Secretariat Area. Conditions created comfortable, loyal and trusted will create a situation or a more



positive work environment. Conditions that occur in the Regional Secretariat Regency Bengkulu Middle is culture organization and motivation Work Not yet created well. Especially now that Government Regulation Number 17 of 2020 has been enacted regarding ASN Management, where in this Government Regulation ASN is required to perform professionally, with integrity and discipline. Therefore the ASN culture is what it is today needs to be changed considering Government Regulation Number 17 of 2020 concerning management ASN it has occurred.

Based on initial observations made by researchers, several facts were found attract the attention of the author to obtain complete information. Where something happened shift system work between Head Area which new with Head Area previously. Shift system work what is meant is is lots happen displacement employee from Secretariat Area Regency Bengkulu Middle. Displacement the good displacement between Organization Device Area nor transfer to area other, like to City Bengkulu. This condition makes the number of employees in the Regional Secretariat also reduced. In addition, conditions arise where employees begin to lack discipline in do work. Plus Again, lack of firmness to discipline Employees also cause work culture or organizational culture to arise Which not enough discipline in Secretariat environment Bengkulu Regency area Middle.

Condition which thereby cause writer interesting conclusion that happen not a good work environment either. Which means that, there are still employees who no work in accordance with time, lack of attention from leader, lack of good communication between the leadership and the existence of a work culture that is not good still tends to be left to this day. Some examples of conditions that occur in the field based on observation beginning conducted by

researchers that is like there are still many employees who are not disciplined at work. There are still employees who come late to office, besides that employee which already come more beginning even tend no direct do the work, but still relax first. Sometimes employees those who have done absenteeism do not immediately enter the room, sometimes they have breakfast beforehand and the time for breakfast exceeds the normal time because it is accompanied by chatting with colleagues work which other.

Besides in matter discipline time work, in matter finish work also tend not to be timely or based on the target to be achieved. That condition too no get attention which serious from leader. In meaning, leader only make a warning when an employee has made a mistake. Sometimes the error small and normal happen, considered normal just by leader without exists follow carry on. A good leader should always evaluate and reprimand every mistake he makes happen good that error small nor error which fatal though. However it seems from observations made by researchers, it is as usual because of culture work created in this environment has been going on for a long time and under the same conditions thereby.

Empirically, the above conditions are almost evenly distributed in all existing sections in Secretariat Area Regency Bengkulu Middle, including on part general which has more tasks than the other divisions. Because this section is central from whole activity employee which there is in Secretariat Area Because take care about staff, finance, system business, staff expert and also house ladder as well as equipment. Employee on part this even the amount more lots compared to on other sections in the Regional Secretariat of Central Bengkulu Regency.

These conditions above if it is assessed according to the assessment document then it will not be according to the assessment



which exists on document evaluation with condition Actually which happen in field. According to the observations of researchers, when making documents of performance targets and assessments, average para employee make alone and give mark alone. Usually leader only remind for no give mark too tall. Statement researcher this also justified by the leadership in the general section who was interviewed briefly by researchers regarding regarding the performance appraisal. According to him, we are not too concerned about the problem evaluation in document target performance And evaluation. Which most important, they do the tasks that have been given. He also explained that if there were employees who late start work because eating or chatting, that too Already normal here.

With a work culture like that, of course there must be improvement in conditions if performance is to be achieved employee and also institution increase. Besides with repair condition culture work, of course the leader must also be given debriefing or direction on how to lead a team to work optimally. Like how a leader delivers work motivation for team members to work optimally according to the task each and the rules that apply. Important motivation is given as one formaleader's attention. But in reality what happened on the ground was, no there is motivation provided by the leadership. In the implementation of apple activities morning just still felt not enough give effect which positive. Because culture work and unfavorable work environment, then if the leader is unable to provide motivation which fine, then all no change will occur.

The condition of employee performance that is still not optimal can also be seen from

the results of the report performance annual Which show that in work certain there is condition which does not achieve its annual target. In addition, there is still a lack of self-awareness employee For more enthusiastic And think positive in works too become factor performance para employees have not reached the maximum.

Based on research entitled "The Influence of Organizational Culture on Performance Pegawai" conducted by Prima Nugraha S. Shinaga in 2010 at the Regional Office Daili Regency, North Sumatra, organizational culture has a positive effect on performance employee. have a big impact. I have another Research conducted by Marliana B. Winanti in 2009 entitled Impact of Organizational Culture and Motivation Against Employee Performance at PT. Atri Distribution shows that corporate culture influential significant positive effect on employee performance.

The organizational culture and motivation of area office staff should be investigated to determine the impact of organizational culture and motivation on staff performance. Our organizational culture which good And motivation Which tall ensure that employee we carry out work And not quite enough answer they with enthusiastic. Performance employee also very influenced by factors individual, including motivation, good directly nor no direct. Respond employee with appropriate influence work, solve problems that arise according to applicable regulations, bring innovation in work and completion of tasks, as well as creating corporate culture, employee motivation and performance Which maximum.

Secretariat Area consists from 9 part and 27 subsection which help and support



performance from Secretariat Area with based on Perda Bengkulu Middle Number 13 Year 2016 regarding formation and arrangement device area Regency Central Bengkulu (Regional Gazette of Central Bengkulu Regency Year 2016 Number 13), as amended by Regional Regulation of Central Bengkulu Regency Number 11 Year 2020 about change on regulation area number 13 year 2016 about Formation And Arrangement Device Area Regency Bengkulu Middle (Sheet Area Regency Central Bengkulu Year 2020 Number 11).

Based on results observation advanced which done by researcher, total whole civil servants recorded at the Regional Secretariat of Central Bengkulu Regency totaling 104 employees spread across several sections as the data in the table above. Researchers also made observations of the work performance of existing employees Secretariat Area Regency Bengkulu Middle. Based on findings temporary by researchers, the average value of the performance of employees in the Regional Secretariat environment Central Bengkulu Regency is still in the sufficient and good category. Pretty more categories There are many implementation staff in each section. In performance appraisal, in addition to evaluating the achievement of work targets for one year for each employee, assessment other that is orientation service, integrity, commitment, discipline, cooperation And Also leadership.

Based on the explanation of the problems that occur and supported by the theories that related to the issues to be raised, the authors are interested in doing further research to look for any factors that cause employee performance on The Regional Secretariat of Central Bengkulu Regency has not yet reached the good or good category very. Therefore the researcher wants to raise the research title, namely **"Cultural Influence Organization and**

Work Motivation on Employee Performance at the Regional Secretariat Regency Central Bengkulu "

SUMMARY PROBLEM

Based on background behind in on, so formula problem which will researched is as following :

- a. Is there Influence Culture Organization And Motivation which happen to performance employee on the regional Secretariat Regency Bengkulu Middle?
- b. How many big influence culture organization and motivation to performance employee which on?

REVIEW REFERENCES

Performance Employee

According to Mangkunegara (2013: 67), performance is the result of qualitative and quantitative work carried out by an employee in carrying out their duties according to their responsibilities which charged to her. Whereas according to Fahmi (2016: 137), performance is results achieved by an organization, produced during a certain period of time by an organization organization, whether for profit or not.

According to Kasmir (2016: 182), performance is the result of work and work behavior achieved in fulfilling the duties and responsibilities given within a certain period of time. In on the other hand, according to Edison (2016: 190), performance is the result of a relevant process during period certain time and measured based on conditions or agreements certain.

According to Edison, et al (2018:183) For measure something performance, there is a number of reject measuring as follows :

- 1) Target
- 2) Quality
- 3) Time settlement



4) Obey Principle

Organizational Culture

According to Ivancevich et al. (Joushan, 2015: 02) Organizational culture is a value system, beliefs, and broad norms that exist within an organization. Organizational culture can increase or lower effectiveness organization.

Kreitner and Kinicki (2014:62) argue that organizational culture is a set assumption, together by group, in a manner implicit accepted so just and held, and how it is perceived in diverse environments. To determine what considered and responded to. According to Priansa and Garnida (2013:77), organizational culture is a value system developed and implemented in an organization that becomes characteristic in particular. Matter this in accordance with view Robbins And Judges (In Priance And Garnida, 2013:77), which state that culture organization defined by member something organization as individual which motivated for get profit from organization other which different value sharing system which applied.

According to Robbins (Ernawan (2012:82), There is six characteristic main Andessence culture organization.:

1. Innovation And taking risk
2. Attention on details
3. Orientation on results
4. Orientation Team
5. Aggressiveness
6. Stability

Work Motivation

According to Samsudin (2015: 281), motivation is a process in which an individual or the work group is externally influenced or encouraged to do something given. According to Sunyoto (2015:4), motivation Work is

condition Which push desire individual For do activity certain For fulfil his needs. According to Fahmi (2013:107), motivation is activity behavior Which addressed For satisfying need Which wanted.

Hasibuan (2012:208), explains that work motivation given is means that are expected to increase the efficiency and effectiveness of the entire organization. This empower employees to perform competently, more willingly and enthusiastically to achieve company goals. Meanwhile, according to Sutrisno (2016: 111), work motivation is a state of mind that can prompt, move or activate, direct and guide every action, attitude and action of a person to reach a goal.

According to Sunyoto (2015:7), in measure motivation Work There is a number of indicator Which must filled, that is :

- 1) Need will performance (*need for achievements*)
- 2) Need will affiliate (*need for affiliation*)
- 3) Need will power (*need for power*)

According to Edison (2016:167-177) There is several indicators motivation Work that is as following :

- 1) Need Physiological
- 2) Need will flavor safe
- 3) Need For preferred
- 4) Need price self
- 5) Need development self

MATERIALS AND METHODS

The type of research used in this research is quantitative research. The population in this study are all employees in the Regional Secretariat Central Bengkulu Regency Which amount 104 person. In this research, there are 60 people as a sample of all employees in environment Secretariat Area Regency



Bengkulu Middle. Researchers use technique sampling withdrawal by method Simple Random sampling, where researcher take respondent in a manner random formade sample from amount population which there is on Secretariat Area Regency Bengkulu Middle.

RESULTS AND DISCUSSION

Culture Organization (X1) on Secretariat Area Regency Bengkulu Middle

According to Mangkunegara (2009, p.114) which states that organizational culture is set assumption or system faith, mark - mark, and norm which developed within the organization that serves as a guideline for the behavior of members - its members for overcome problem adaptation external and internal. Based on understanding the, so performance on Secretariat Area Regency Bengkulu Middle has been measured by several criteria/indicators as follows :

1. Attention Details

Based on results study, indicator Attention On Details on The Regional Secretariat of Central Bengkulu Regency is in the good category. This is evidenced by the results of observations of researchers in the field that In working, employees are required to always be careful in doing everything workso that minimize error Which happen in results work.

2. Orientation Result

Based on the results research, indicators Results Orientation at the Secretariat Area Regency Bengkulu Middle enter in category Good. Matter This evidenced by the results of observations of researchers in the field that in work leaders always instruct or remind so that each employees do their job to the maximum so that the results obtained Also optimal.

3. Orientation Man

Based on the results of the study, indicators of Human Orientation at the Secretariat Area Regency Bengkulu Middle enter in category Good. Matter This evidenced by the results of observations of researchers in the field that in Employees always try to motivate themselves to do work with as good Possible especially in finish work always try to finish on time.

4. Orientation Team

Based on results study, indicator Orientation Team on Secretariat Area Regency Bengkulu Middle enter in category Good. Matter This evidenced by the results of observations of researchers in the field that in work employees have cooperated in completing the work. However although so cooperation Which intertwined sometimes Still Not yet fully maximum in finish the job.

5. Aggresiveness

Based on the results of the study, indicators of Aggressiveness at the Regional Secretariat Central Bengkulu Regency is in the good category. This is proven with from results observation researcher in field that in Work employees have worked in accordance with existing rules and SOPs. However in terms of discipline, there are still problems or problems occur in terms of accuracy present or in starting work.

6. Stability

Based on the results of the study, Stability indicators at the Regional Secretariat Central Bengkulu Regency is in the good category. This is proven with from results observation researcher in field that in Work employees respect each other. Besides that, it is also sometimes done activity gather together For increase friendship And familiarity in work environment.

7. Innovation and Taking Risk



Based on research results, indicators Innovation and Risk taking at the Regional Secretariat of Central Bengkulu Regency is included in the category Good. This is evidenced by the results of observations of researchers in the field that in Work employee Already own responsibility in finish every job. But in terms of risk taking still many employees who avoid the occurrence of disturbing risks work, so that sometimes the work becomes hampered. Aside from that, creativity employee in finish work Also Still minimal, so that need exists encouragement motivation to employee so that brave be creative in finish the job on time and appropriate rule.

Table 1
Recapitulation of Descriptive Analysis of
Organizational Culture Variables

No	Organizational Culture	Mean Score
1	Attention Details	4,2
2	Result Orientationn	4,2
3	Man Orientation	4,2
4	Team Orientation	4,3
5	Aggresiveness	4,1
6	Stability	4,0
7	Inovation and Taking Risk	4,0
Mean		4,1

Source: Primary data processed, 2023

Based on table 1, the results of the recapitulation of the Organizational Culture Variable analysis in the Regional Secretariat of Central Bengkulu Regency can be seen that the indicator that has the highest score is the Regional Secretariat of Central Bengkulu Regency Team Orientation aspect with an average value of 4.3.

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Motivation Work (X2) on Secretariat Area Regency Bengkulu Middle

Martoyo (2000) define motivation Work is something Which cause encouragement or enthusiasm for work or motivation for work. Motivation work too can give energy Which move all potency Which There is creating high and noble desires, as well as increasing togetherness in reach objective organization with say other motivation Work according to understanding it is a condition that has the effect of arousing, directing and maintain behavior related to the work environment. Based on understanding the, so performance on Secretariat Area Regency Bengkulu Middle has been measured by several criteria/indicators as follows :

1. Need Achievement

Based on results study, indicator Need Achievement on The Regional Secretariat of Central Bengkulu Regency is in the sufficient category Good. Matter This because from results observation, in finish Routine work still occurs not in accordance with the processing time. Besides that Also Still lack of innovation And creative para employee so that can finish the job on time and be able to do more work Which more challenging.

2. Need Connection

Based on results study, indicator Need Connection on The Regional Secretariat of Central Bengkulu Regency is in the good category. This is evidenced by the results of observations of researchers in the field that in Work employee Already own connection Which Good between sesame employee.

3. Need Strength



Based on results study, indicator Need Strength on The Regional Secretariat of Central Bengkulu Regency is in the good category. This is evidenced by the results of observations of researchers in the field that in Work employee part big try Work with maximum to get a promotion. In addition, between employees sometimes each other deep motivating doing work.

Table 2
Recapitulation of Descriptive Analysis of
Work Motivation Variables

No	Work Motivation	Mean Score
1	Need Achievement	3,9
2	Need Connection	4,2
3	Need Strength	4,1
Mean		4,1

Source: Primary data processed, 2023

Performance Employee (Y) on Secretariat Area Regency Bengkulu Middle

Performance employee is something results Which achieved by employee the in his job according to criteria certain Which apply For something work certain. Based on understanding the, so performance on Secretariat Area Central Bengkulu Regency has been measured by several criteria/indicators as following :

1. Work Quality

Based on results study, indicator Quality Work on Secretariat The area of Central Bengkulu Regency is in the good category. Matter This evidenced by the results of observations of researchers in the field that in work employees already have good skills in doing given job duties. The ability of employees is good in support any given job. It's just on the results of the work should more improved return. Matter This seen from results questionnaire Which given, obtained results that

Still there is discrepancy planning work with expectations or work results.

2. Work Quantity

Based on the results of the study, indicators of the quantity of work have been categorized Good. This can be seen from the observations made by researchers at research location, that the employees in carrying out their duties always try For appropriate time even finished more beginning from time Which given. In addition, employees at the District Secretariat Central Bengkulu always tries to complete every work target that is given, especially by leader.

3. Cooperation

In results study, indicator Cooperation enter to in category Good. This can be seen from research observations during conducting study in field, Where every employee Which There is on Secretariat Area Regency Bengkulu Middle each other cooperate in finish work. para employee each other communicate if there is inner problem finish the job.

4. Responsibility

In results study, indicator responsibility enter to in category Good. Matter This can seen from observation study during do study in field, Where every employee Which There is on The Regional Secretariat of Central Bengkulu Regency is always mutually accountable answer for every job Which done.

5. Initiative

In the research results, Initiative indicators fall into the good category. This can be seen from research observations during research in field, Where every employee Which There



is on Secretariat Area Most of the Central Bengkulu Regency has the initiative in work both completing routine work and newly assigned work by the leadership. Every employee always tries to find a solution initiative so that work the resolved with well and according to expectations.

Table 3

Recapitulation of Descriptive Analysis of Employee Performance Variables

No	Employee Performance	Score Mean
1	Work Quality	4,0
2	Work Quantity	4,1
3	Cooperation	4,3
4	Responsibility	4,2
5	Initiative	4,2
Mean		4,1

Source: Primary data processed, 2023

Influence kindly Partial Culture Organization And Motivation Work To Employee Performance in Secretariat District area Bengkulu Middle

1. Influence Culture Organization (X1) To Performance Employee (Y)

Big influence or contribution variables independent (X1) to variables dependent (Y) as big 66.7% And the rest 33.3% influenced by variables other Which No researched in study This, temporary level the relationship between variables is "Very Strong". This means that if the Organizational Culture experience increase one unit, so will improve the performance employee.

2. Influence Work motivation (X2) To Performance Employee (Y)

Big influence or contribution variables

independent (X2) to variables dependent (Y) by 14.5% And the rest 85.5% influenced by variables other Which No researched in study This. Temporary level relationship between variables the "Less Strong". This means that if Work Motivation experience increment one unit, so will improve employee performance

3. Influence Culture Organization (X1) And Motivation Work (X2) To Employee Performance (Y)

Based on results test coefficient determination use test Partial the results found that the influence or contribution of the independent variable (X1 and X2) to the dependent variable (Y) of 14.5% and the remaining 85.5% influenced by variables other Which No researched in study This. Temporary level connection between variables Which "Not enough Strong". It means If Performance Employee experience increase One unit, so will increase performance employee.

Influence kindly Simultaneous Culture Organization And Motivation Work To Employee Performance in Secretariat District area Bengkulu Middle

1. Influence Culture Organization (X1) To Performance Employee (Y)

Based on the results of research conducted, it was found that the value F count is 0.541 while the F table value is 0.374. those results shows that the calculated F value is greater than the table F value, so that it can be concluded that the independent variable (X1) has an effect on the variable dependent (Y) Which means



hypothesis H_a accepted Which state that "the simultaneous influence of Organizational Culture on Employee Performance in Secretariat Area Regency Bengkulu Middle determined by dimensions Attention On details, Orientation Results, Orientation Man, Orientation Team, aggressiveness, Stability, Innovation and Risk Taking.

The influence or contribution of the independent variable (X_1) on the variable dependent (Y) of 66.7% and the remaining 33.3% is influenced by other variables which are not included in the research model, while the level of relationship between variables Which "Very Strong". It means If Culture Organization experience increase one unit, then will improve performance employee.

Work Organizational Culture at the Regional Secretariat of Bengkulu Regency Middle is considered good. However, there are several points or indicators that still considered quite good and needs to be improved, namely on the point of orientation achievement results performance Which more tall, always try independent in finish work, not enough challenged finish work more of one, less comfortable with organizational conditions, less prioritizing vision and mission of the agency rather than personal interests, lack of family activities gathering, always get problems in completing work as well not enough Dare to take risks at work.

2. Influence Work motivation (X_2) To Performance Employee (Y)

Based on the results of research conducted, it was found that the value F count is 0.646 while the F table value is 0.374. those results shows that the calculated F value is

greater than the table F value, so that it can be concluded that the independent variable (X_2) has an effect on the variable dependent (Y) Which means hypothesis H_a accepted Which state that "influence in a manner simultaneous Motivation Work to Performance Employee Secretariat Area Regency Bengkulu Middle determined by dimensions Need Achievements, Relationship Needs, and Needs Strength.

The magnitude of the influence or contribution of the independent variable (X_2) to the variable dependent (Y) of 14.5% and the remaining 85.5% is influenced by other variables which are not included in the research model, while the level of relationship between variable that is "Less Strong". This means that if Work Motivation has increased One unit, will be improve employee performance.

Motivation Work Employee on Secretariat Area Regency Bengkulu Middle is considered good. Only a few points remain lack and needs to be improved, namely on the point of lack of enthusiasm for work exceed target, not enough challenged in face work, lack of flavor trust to colleague Work, as well as lack of motivation For get promotion.

3. Influence Culture Organization (X_1) And Motivation Work (X_2) To Employee Performance (Y)

Based on the results of research conducted, it was found that the value F count is 0.604 while the F table value is 0.374. those results shows that the calculated F value is greater than the table F value, so that it can be concluded that the independent variables (X_1) and (X_2) have an effect on the dependent variable (Y) which



means that the hypothesis H_a is accepted which states that "influence in a manner simultaneous Culture Organization And Motivation Work to Performance Employee on Secretariat Area Regency Bengkulu Middle.

The magnitude of the influence or contribution of the independent variable (X_2) to the variable dependent (Y) of 4.5% and the remaining 85.5% is influenced by other variables which are not included in the research model, while the level of relationship between variables Which "Not enough Strong". It means If Motivation Work And Culture Organizations experience an increase of one unit, it will improve performance employee

Simultaneous test results show that R^2 is 0.637, this is significant 63.7% Which show that Culture Organization And Motivation Work influence Performance Employee And the rest are affected by variables other Which has not been investigated in this study.

Employee Performance at Secretariat Central Bengkulu Regency also considered good. There are only a few points of assessment that are necessary improved results namely at the point of work that matches expectations and capable complete work targets Which given.

CONCLUSION

Based on results study Which done by writer on Secretariat Area Regency Bengkulu Middle with title "", so with This writer give conclusion as follows :

1. The results of the descriptive analysis for the Organizational Culture variable are based on 7 (seven) indicators that is

Attention on details, Orientation Results, Orientation Man, Orientation Team, Aggressiveness, Stability, and Innovation & Risk Taking obtained a result of 4.1 And categorized as good;

2. Results analysis descriptive For variables Motivation Work based on 3 (three) indicator that is Need Achievement, Need Connection And Need Strength obtain result of 4.06 and categorized Good;
3. Based on results test coefficient determination in a manner Partial obtained mark R^2 that is Influence Culture Organization (X_1) to Employee Performance (Y) of 0.667 or 66.7%. Meanwhile, on the test results of the coefficient of determination on the influence of work motivation On Employee Performance a value of 0.145 or 14.5% was found. Which means that Organizational Culture has a strong influence on Employee Performance. Whereas Motivation Work have influence low to Performance Employee;
4. Simultaneous test results show that R^2 is 0.637, this means 63.7%. show that Culture Organization And Motivation Work affect Performance Employees and the rest are influenced by other variables that have not been examined in research This;
5. Work Organizational Culture at the Regional Secretariat of Central Bengkulu Regency was assessed already well. However, there are several points or indicators that are still considered quite good And need upgraded, ie on point orientation achievement results performance Which more tall, always try independent in finish work, not enough challenged finish work more



from One, not enough comfortable with condition organization, lack of prioritizing the vision and mission of the agency rather than personal interests, lack of existence family gathering activities, always get problems in completing work as well as not enough dare to face risks in work.

6. Employee Work Motivation at the Regional Secretariat of Central Bengkulu Regency was assessed Already Good. Only a number of point Still there is lack And need done enhancement ie on point lack of Spirit Work exceed target, not enough challenged in face work, lack of flavor trust to colleague Work, as well as lack of motivation to get a promotion position;
7. The performance of employees at the Regional Secretariat of Central Bengkulu Regency has also been assessed Good. Only there is a number of point evaluation Which need improved result ie at work points that match expectations and are able to complete work targets Which given;
8. Culture Organization based on results study found that Culture Organization own Influence to Performance Employee, Which Ho means rejected And Ha accepted;
9. Work Motivation based on research results found that Motivation Work has Influence to Employee Performance, Which means that Ho is rejected and Ha accepted;
10. Culture Organization And Motivation Work based on results study found that Organizational Culture and Work Motivation have an Influence on Employee Performance, Which It means Ho is rejected and Ha accepted
11. Culture Organization And Motivation Work on the main thing is give influence Which significant to Employee Performance. Which means a good

Organizational Culture in a work environment will certainly have a positive impact on working atmosphere and Employee Performance. Vice versa, the work culture is not good besides affecting the quality of employee performance for the worse, indirectly as well give impact to quality Work institution or agency. Motivation Work including factors that are equally important in improving employee performance. Leaders and colleagues who are able to provide support to each other in work and always provide motivation to work better, of course can also improve the quality of employee performance itself indirectly. Therefore, the cultural variable Organization And Motivation Work is factor who does not can separated in give influence on performance employee.

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