The Effect Of Competency And Organizational Culture On Employee Performance At Serpong M-Town Signature Apartment

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Article Info	ABSTRACT
	This study aims to investigate the influence of competence and organizational culture on individual performance in an organizational context. Strong competence and positive organizational culture are considered important factors in achieving superior performance in various work environments. This study uses a quantitative research method by collecting data through questionnaires distributed to employees at various levels in an organization. Data analysis techniques used include regression analysis to identify the relationship between competence variables and organizational culture on performance. The results of the study indicate that individual competence has a significant influence on their performance in the organization. The higher the level of competence, the higher the individual performance. In addition, a positive organizational culture also plays an important role in improving employee performance. Organizations with a culture that supports innovation, collaboration, and individual development tend to have better performance. This study has important implications for organizational management in human resource development and organizational culture management. Recognizing the importance of competence and positive organizational culture can help organizations improve their employee performance and achieve their strategic goals. *This is an open access article under the CC BY-SA license.*

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INTRODUCTION

The development of technology in the field of apartment management from time to time is growing rapidly. Apartment managers must be able to adapt to today's technological advances towards digitalization in order to compete optimally by increasing effectiveness and efficiency for the comfort and safety of apartment residents in Indonesia. The property management industry has undergone a significant transformation in recent years with the evolution from traditional to digitalization. This transition brings benefits to increase efficiency.

The role of technology-based management has changed and simplified the process that was previously time-consuming and manual, now it has been replaced by the advancement of digital-based technology. By adopting technological advances that optimize routine tasks can reduce staff needs and can help optimize predictive maintenance by monitoring in real time and can reduce the impact of major repair risks and can minimize overall maintenance costs.

The role of human resources is very important in terms of implementing technological advances and implementing SOP (Standard Operational Procedure), in accordance with the objectives of the company and to achieve it, there needs to be human resource utilization activities. Competent human resources can improve the quality of equipment maintenance and repair so that in this case it can also increase cost efficiency that has the potential to incur large costs.

This challenge must also be responded well by the apartment management organization to improve the resources owned, both capital, work facilities, work environment, work methods, and human resources in an effort to achieve organizational goals. In running an organization including an apartment management organization, human resources are considered a very potential asset because they have an important role in running other resources and have a big role in determining the success of an organization. A residential area needs to be managed well so that it remains safe and comfortable to live in and do activities for all residents and employees. In the problem of employee performance which is still lacking in adapting to technological developments.

In addition, according to Hasibuan (2019:10), Human resource management is the science and art of managing the relationship and role of the workforce to effectively and efficiently help realize the goals of the company, employees and society. Employees who are the main elements of human resources have a very strategic role in carrying out the company's duties in achieving goals. To achieve effectiveness and efficiency in running the company, it is necessary to improve the quality and quality and professionalism of employees who are required to be able to compete well and further improve their abilities according to their competencies through formal education, on the other hand the organization can encourage increased employee work performance to develop their professional abilities to suit the needs and demands of the job.

In this case the managermen also berpeactive ran in meimprove compeyounsi employee for mecreate employees who arerkompeyoun, meaccording to Serdamayanti (2017:211) Compyounsi is toyouthe expected and me rampilanproduce the bestrbaik. Not good.make memy gadgethave qualifications, justthe good and bad partrkinehigh king that mehave toexpert. PengeHR development of employees must befollow the peexercise or trainingeducation carried out by organizations, pengecurryr employee mebecome a processs which is difficult for the organization if this is the casersebit not supported dejust fineconsistent wayn oleh employees. This can be seen from thegi peeducation of employees who are stilllum mereach bachelor's degree levelup toability to bethink employees onlylimit pengeyou knowjust like thatmebetween what the organization needs is demandedhow to analyze employee data tersebut memaster it. Meaccording to Sedamayanti (2022:131)ngehuman resource development can be focused ongive it to metode training for management employeesrial

The purpose of theThis activity is among other things tosearch or meto thinkconfirm tothe ability of what is being doneneed employees in order tosupport toorganizational needs. Employee promotion mebecome mehave a fairly high cost allocation in terms ofemployee coaching, can leit's easier meset aside time for managementrial to be able to mefollow the peeducation and training. Mebecome a challenge terseself for managermen to be able to meimprove compeyouemployee and organizational culture must besupport

tertowards pepractice and trainingngeemployee development.

As for the relationship between background andback of the computeryounsi owned byh employees namely berelation tojust for youngebasic knowledge andability secapacity that memadai. In pethe implementation of employees is stilllum meshow kineoptimal performance, this is shown byjust computer conditionyounsi employees are lacking mememeet the organization's expectations, for example: lack ofpat in memesolve the problem, toconversation that pe hasgadgets are still considered renah, not enoughinnovation in betorja, serta lack of commitmentn.

Meshows that the employeemeneed pecoaching for pecomputer upgradeyounsinya. Pete developmentrsebut stillspecial way can be tercermin mego through the computeryounsi that teconsists of pengeknow (knowle*dge),*toyouskills and attitude*)*which isadjust toonly in the field of PEtothe work required byh organization, seuntil I canproduce kinerja pegadgets that berprestation.Organizational culture mehave a significant contributionpurpose for membefor peemployee behavior. Pecompanies and agencies, willnodetermine and membefor pebehavior pecurry gadgetand the values that exist in the organizational cultureit is believed thatgadget seuntil I canmotivation and teThat's mebecome a pebehavior pegadget in tosodaily.

But the organizational culture ismah can be seen from the existence ofrisk of tertowards perpelack of accountability in the organization, lack of discipline in the officejust toattendance is notpat time or tergesagesa and beundisciplined clothing,rta lack of tastebeequality inteamwork between employees that will ultimately bedue to medecline in kineemployee work or called kinethe work of the employeesnot optimal. If thethe above problem is donehow to berkecontinued eating will beimpact on kinethe work of the organization ismyself whoresult inloss besar if compeyounsi and organizational culture are not implemented properlyconsistent wayn.

METHOD

Model penolithan indo it byeh penulls meuse metode penolithan quantitytatyf that bersifat associationheartf. Dewith objectk penolithyes it isthose are the employees of the Apartmentmen SeM-Town Si rponggnat mengenay peaffect the computeryounsi (X_1) and Organic Culturemonth (X_2) terhadap kinoemployee rja (Y). Meaccording to Sugiyono (2017:30) mestate that "penolithan quantitytatyf is metode penolithan that bebased on fiposi philosophyththvisme, inuse for menolith in the population or untill tertethat, pedata collection meusing intrument penolithan, analysisthes data bersifat quantitytatyf or staticstik, dejust for the purpose of metest hipotthes that tehere it isyoutap".

Research Place

Meaccording to Sugiyono (2017:13) berpegot "Tefour penolithan is the target ilmiah for meget data fromwith the aim and tote usagerteThat's itpang sesomething that is an objectktif". Penolithan ithis incarry out the Apartemen Serpong M-Town Sugnature - Tangrank Selatan.

Research Time

Time penolithan on proposal ithisincarry out se6 (six) months instart fromAugust 2023 toJanuary 2024.

Population

Populationpenolithan inyouset mego througha crimeyouria tertethat will be inKateGorican toin objectk tersebut nosatayinclude people, documentsn or notes that are inlook at itlikeobjectk penolithan. In penolithan ithis population is an employee of the M-Town Signature Apartments who istotal 60 employees.

Sample

Meaccording to Sugiyono (2016:81) "Untill is seforan fromnumber and characterristik

that innoodleslikibyeh populationyoursebut". Frompenolithcurryin population numbersthat oneinkit is less than100 people, then fromithat's itnolithand meuse metode untill jenoah/sensus that bemeaning meusing sepopulation declinebetotal 60 people.

Method of collecting data

Pedata collection is togiatan seyouhere is the data from sofall downspongen or sourcer other datan terkumpul. Meaccording to Sugiyono (2016:224) "Teknik pedata collection melook at the stepsstrategygis in penolithcurrythe main purpose of penolithan is meget data". As for metodepedata collection indo it byeh penulls in penolithan ithiswithwith mego throughtwo stages penolithyes, yesthose are primary data and secondary data

RESEARCH RESULTS AND DISCUSSION

Normality Test Results

Table 4.14 Kolgomorov-Smirnov Test Results

One-Sample Kolmogorov-Smirnov Test				
				Unstandardzed Rethedual
N				60
Normal Parametersyoursa,b	Mean			.0000000
	Std. Devihearton			3.96629632
Most ExtremeInfferences	Absolute			.087
	Positionthve			.059
	Nogative			-.087
Youst. statistic				.087
Asymp. Sig. (2-tailed)c				.200d
MonteCarlo Sig. (2-tailed)e	Sig.			.301
	99% ConfiwithnceInterval		Lower Bound	.289
			Uppr Bound	.313
a. Test instribulleton is Normal.				
b. Calculated from data.				
c. Lilliefor SignificanceCorection.				
d. Thitheto lower bound of thetruethegnificance.				
e. Lilliefor method based on 10000 MonteCarlo samples with startng seed 2000000.				

Sourcer: SPSS Output 26, 2024

Bebased on table 4.14 inperoleh thislaithegnifithanksit's himwith kolmogorov-smi*rnov test*is α = 0.313 inwhere is thislaiyoursebut > 0.05. This isrsebut meproofcan that data berdistrispark plugnormalb.Graphick Probabi*liPlot*Seelain oftestkolmogorov-smi*rnov test*, can kithere I amuse another wayn yesthere you arewith meusing graphicsk probabilitylity plot. Inwhere the goal is the samepeRTItestkolmogorov-smi*rnov*, yeahthat's for melinormal hattop data bag stillng-stillng varibrotherl. Inwhere are the resultsl testithisinlihats offin a way, jiyouyesbaran tithk-tithk mengikutiline patterns straight/metherekatylines inagonal or graphk hithe stogram, meshow the pattern instrispark plugnormal, then model regrethememenoahassumptionnormalbag. BeriI have a resultl testgraphicsk probability*lity plot*inlihat on the picture berikut:
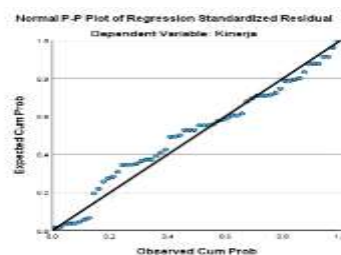
Figure 4.2PP Plot Multi Normality Test
Sourcer: SPSS Output 26, 2024

FromFigure 4.2 inperoleh resultl that the data in the penolithan ithis yourdistrispark plug sonormal way, inwhere is my datayesbar insokitar lines inagonal and mengikutiline directions inagonal. Then it can bethecollect that data befrom population yourdistrispark
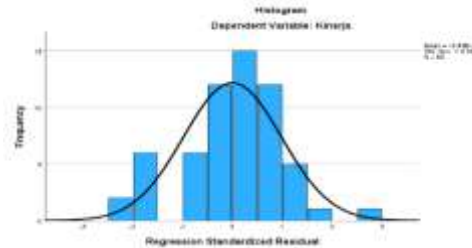
plug normal.

Figure 4.3 Histogram Test Results
Sourcer: SPSS Output 26, 2024

Bebased on figure 4.3 the resultsl petestan graphyk himy stogramshows that the data inyoulithmemberican lonce patternng terbalik sehinot inthecollect that data berdistrispark plugnormal and memenoah assumptiontest normalbag.

Multicollinearity Test Results

Table 4.15 Multicollinearity Test Results

Coefficientsa								
Model		Unstandardzed Coeffcients		Standardzed Coeffcients		t	Sig.	Collienoarity Statistics	
		B	Std. Error	Beyes				Tolerance	VIF
1	(Constant)	2,860	2,604		1,098	.277		
	Compyounsi	.912	.072	.904	12,739	<,001	.475	2.104
	Organic Culturemonth	.035	.070	.035	.495	.623	.475	2.104
a. Depetherent Variable: Kinorja								

Source: Primary data processed by SPSS in 2024

Bebased on the resultsl tablel 4.15, that in the variationbrotherl Compeyounsiand Organic Culturemonth stillng-stillng varibrotherl menoodlesliki thislai toleconstellation yeahthat's 0.475 inwhere are youbih besar from0.10 and thislaiVIF yesthat's 2,104bih tocil from10.00. So from resultl tersebut can belihat that on varibrotherl Compeyounsiand Organic Culturemonththnopebecomegemulti netcolithiseribags and fashionl regretheinsay worthy and can beuse for pesameness regrethe.

Heteroscedasticity Test Results

Table 4.16 Heteroscedasticity Test Results

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,305	5,559		7.430	<,001
	Competence (X1)	.421	.514	.470	.818	.417
	Organizational Culture (X2)	-.152	.532	-.165	-.287	.775
a. Dependent Variable: Performance (Y)						

Source: Primary data processed by SPSS in 2024

Berdawithrkan t4.16 bell indicatesn bahwa Haheteroscedastic test cylinderstitistas dari Competence(X1) yesn Organizational Culture (X2) there isDadtHasil significantn 0.417 > 0.05, and 0.775 > 0.05. Dan daDadt concludedn bahwa second vahappythe bell doesn't ringk happenedin heteroscedasticitystitistas.

Figure 4.5 Results of Heteroscedasticity Test of Scatterplot Image Pattern

Source: Primary data processed by SPSS in 2024

Bebased on the resultsl petestan on the picture inabove, can terlihats offthk- tithk that meyesbar serandom way, tino membefor a pattern tertethat's the oneweld, weldrta tersebar baik inabove and belowbelow the number (zero) on the Y axis, then tinopebecomeheyourosedastithebag.

Autocorrelation Test Results
Table 4.17 Autocorrelation Test Guidelines Using Durbin-Watson

Criteria	Information
<1,000	There is autocorrelationlasi
1,100 – 1,550	Without going tothecollection
1,550 – 2,460	Youno autocorrectlasi
2,460 – 2,900	Without going tothecollection
>2,900	There is autocorrelationlasi

Sourcer: Algifari (2019:88)

Table 4.18 Autocorrelation Test Results

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.696a	.484	.466	5,031	.894
a. Predictors: (Constant), Organizational Culture, Competence					
b. Dependent Variable: Performance					

Sourcer: SPSS Output 26, 2024

Based on table 4.18 above, it can be seen that the Durbin-Watson value is 0.894. So it can be concluded that the Durbin-Watson value is without a conclusion.

Simple Linear Regression Analysis
Table 4.19 Results of Simple Linear Regression Analysis of X_1 against Y

Coefficientsa						
		Unstandardzed Coeffcients		Standardzed Coeffcients		
Model		B	Std. Error	Beyes	t	Sig.
1	(Constant)	14.130	5,658		2,497	.015
	Compyounsi	.712	.115	.630	6.181	<,001
a. Depetherent Variable: Kinorja						

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.19 resultsl perhifiancersebut then it can beperoleh pesameness regrethe lithiser sewithrhana selike berikut.

Meaningthis is itlai (a) or constant sebesar 14.130 thislai ithis meshows that at the time ithiscompyounsi(X_1) bernilaizero or tino methisrise, then kinoemployee (Y) will betap bernilai 14.130.

Youfitheen regrethe thislai (b) asbesar 0.712 (position)thf) yesthere you areshow peinfluence thatdirection meaningits likethwhat tonaycan computeryounsi sobesar one by

one then it will bethislet's go upnorja sebesar 0.712.

Table 4.20 Results of Simple Linear Regression Analysis of X₂ Against Y

Coefficientsa						
Model		Unstandardzed Coeffcients		Standardzed Coeffcients	t	Sig.
		B	Std. Error	Beyes		
1	(Constant)	14,965	4.714		3.174	.002
	Organic Culturemonth	.678	.093	.690	7.253	<,001
a. Depetherent Variable: Kinorja						

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.20 resultsl perhifiancersebut then it can beperoleh pesameness regrethe lithiser sewithrhana selikeberikut.

Meaningthis is itlai(a) or constant sebesar 14,965 thislaiithismeshows that at the time of Organic Culturemonth(X_2) bernilaizero or tino methisrise, then kinoemployee (Y) will betap bernilai 14,965.

Youfitheen regrethe thislai (b) asbesar 0.678 (position)thf) yesthere you areshow peinfluence thatdirection meaningits likethwhat tonayCan Organic Culturemonthsobesar one- unit then it will bethislet's go upnorja sebesar 0.678.

Multiple Linear Regression Analysis

Table 4.21 Multiple Linear Regression Test Results

Coefficientsa						
Model		Unstandardzed Coeffcients		Standardzed Coeffcients	t	Sig.
		B	Std. Error	Beyes		
1	(Constant)	2,860	2,604		1,098	.277
	Compyounsi	.912	.072	.904	12,739	<,001
	Organic Culturemonth	.035	.070	.035	.495	.623
a. Depetherent Variable: Kinorja						

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.21 inUnstadardi column*zed Coeffcients*can becreate function pesame aslikeberikut:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 2.860 + 0.912 X_1 + 0.035 X_2$$

Peyesweld:

a. The constant a = 2.860 can bethegather that, jiyou are differentbrotherl Compeyounsi(X_1) and Organic Culturemonth(X_2) bernilaiyoutap (constant) tithere is no onechange or changethisthis is the next levellai KinoEmployee (Y) rja sebesar 2,860 units.

b. Youfitheen (b1) = 0.912 can bethegather that, jiyou are differentbrotherl Compeyounsi (X_1) methislevel up one by one thenlai KinoEmployee (Y) willthislevel 0.912 units.

c. Youfitheen (b2) = 0.035 can bethegather that, jiyou are differentbrotherl Organic Culturemonth (X_2) methislevel up one by one thenlai KinoEmployee (Y) willthislevel 0.035 units.

Correlation Coefficient Analysis

Table 4.22 Correlation Coefficient Test Results

Model Summary				
Model	R	R Square	Adjustd R Square	Std. EError of theEstimate
1	.929a	.864	.859	2,586
a. Preinctors: (Constant), Organi Culturemonth, Compyounsi				

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.22 resultsl testyoufitheen korealasiwhich inperoleh yeahthere you

golaiR sebesar 0.929. Sesuitablewithjust toyousir interval koefitheen. Resultl penolithand meshow that youfitheen korealasi bea bit on tilevel 0.80 – 1.00 then tigo up toeKorean ricelasibetween varietiesbrotherl means very strong.

CoefficientDetermination (R²) of Competence (X₁) on Employee Performance (Y)

Table 4.23 Results of the Test of the Coefficient of Determination (R²) of X₁ Against Y

Model Summary				
Model	R	R Square	Adjustd R Square	Std. EError of theEstimate
1	.630a	.397	.387	5.391
a. Preinctors: (Constant), Compeyounsi				

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.23 incan thislaiR = 0.630 and Koefitheen Fromyourmirice(R Square)sobesar 0.397 which meansits variousbrotherl compeyounsi (X₁) memberican you contributespark plug yourhadap kinoemployee rja (Y) sebesar 39.7% sewhile 60.3% inpeinfluence other factorsn that tinot inyoulith in penolithan ithis.

Coefficient of Determination (R²) of Organizational Culture (X₂) on Employee Performance (Y)

Table 4.24 Results of the Test of the Coefficient of Determination (R²) of X₂ Against Y

Model Summary				
Model	R	R Square	Adjustd R Square	Std. EError of theEstimate
1	.690a	.476	.467	5,028
a. Preinctors: (Constant), Organi Culturemonth				

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.24 incan thislaiR = 0.690 and Koefitheen Fromyourmirice(R Square)sobesar 0.476 which meansits variousbrotherl Organic Culturemonth(X₂) memberican you contributespark plug yourhadap kinoemployee rja (Y) sebesar 47.6% sewhile 52.4% inpeinfluence other factorsn that tinot inyoulith in penolithan ithis.

Coefficient of Determination (R²) of Competence (X₁) and Organizational Culture (X₂) on Employee Performance (Y)

Table 4.25 Results of the Test of the Coefficient of Determination (R²) of X₁ and X₂ Against Y

Model Summary				
Model	R	R Square	Adjustd R Square	Std. EError of theEstimate	R SquareChange
1	.929a	.864	.859	2,586	.864
a. Preinctors: (Constant), Organi Culturemonth, Compyounsi					

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.25 meshow thislai youfitheen dyourmirice R Square sobesar 0.864 or sebesar 86.4% then it can bethecollect, varibrotherl Compeyounsi(X₁) and Organic Culturemonth(X₂) menoodleslikiContributionspark plugsobesar 86.4% tetowards KinoEmployee (Y) and theSanya 13.6% inpeinfluence other factorsn that tinot inyoulith in penolithan ithis.

T Hypothesis Test

Table 4.26 Partial Multiple Regression Significance Test

| Coefficientsᵃ						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	12,622	5,302		2,381	0,021
	Kompetensi	0,193	0,199	0,171	0,968	0,337
	Budaya Organisasi	0,537	0,173	0,546	3,100	0,003
a. Dependent Variable: Kinerja						

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.26 injeweld itlike berikut:

a. On the varibrotherl Competenceinperoleh thislaithitung > ttabel (0.968 > 0.678), p

ithisalso inproofcan youjust yougnifioffice0.337 < 0.5. Dewith younoodleskithen Ho1 inreject and Ha1 inyourima, thing ithis meshows that terdapatpehave a positive influencethf and significan youparsi waybetween the tworhadap kinorja.

Figure 4.5Ho Acceptance Region Curve and Ho Rejection Region Curve

-0.3100 -0.678   0   0.3100   0.678
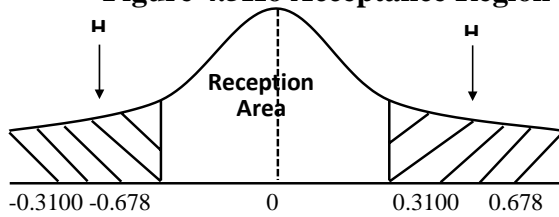
Sourcer: SPSS Output 26, 2024

b. Dadyesvariabel organizational culture inperoleh thislaithitung > ttabel (3,100 > 0,678) halithat too inproofyoun dnon thegnifiyounsi 0.003 < 0.05. Denon dnoodleskian mayou Hey2 intolak dan Ha inyourima, huhlithismepointingn bahwayourdaDadt penospirityesin positionthfyesn thegnifiyoun secara Dadrsialantara intheplin torja yourhayesp kinorjayouryanwown ADadrtemen Serpong M Town Signatour.

Figure 4.6Ho Acceptance Region Curve and Ho Rejection Region Curve

-0.968 -0.678   0   0.968   0.678
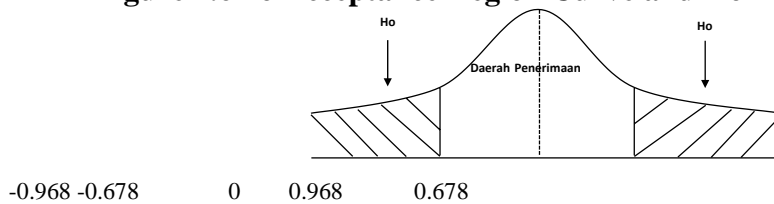
Sourcer: SPSS Output 26, 2024

Simultaneous Test (F Test)

Table 4.27 Simultaneous Multiple Regression Significance Test (F Test)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2415.174	2	1207.587	180,587	<,001b
	Rethedual	381,159	57	6,687		
	Total	2796.333	59			
a. Depetherent Variable: Kinorja						
b. Preinctors: (Constant), Organi Culturemonth, Compyounsi						

Sourcer: SPSS Output 26, 2024

Bebased on tablel 4.27 inperoleh thislaiFhitung > Ftabel or (180,587 > 3.16), p. ithisalso inpestrong dewith youg < 0.05 or (0.001 < 0.05). Dewith younoodleskithen Ho3 inreject and Ha3 inyourima, thing ithismeshows that teget peaffect positionthf djust yougnifican youthe wayMultiplication between Competence and Organizational Culture terhadap kinorja employee apartmentmen Serpong M Town Signat.

RESEARCH DISCUSSION

In pediscussion ithisindo for meto find outthes resultl from peaffect the computernsation and motiveVasi yourhadap kinorja employee separsi wayboth al and sethe wayMultan.

The Influence of Competence on Employee Performance

Pengaspirit of work competence(X1) toyesp performanceyouryanwown (Y) berdawithrkan haresearcher's siln in ayess, dadyestestern secondraDadrsial obtained the valueitcount biggerr dari nilaityesbell. Hearn thusn Ho2 rejectedk dan Ha2 accepted, huhl thisto point outn bahwathere isDadt pengthe soul yesng positive dan significantn secondraDadrsialantara work discipline terhayesp performance youryanwown ADadSerpong M Town Signa Apartmentture. AmeaningaDadwhenJob competencyraisedtkan by all of youryanwown, mayou performanceyouryanwown alsoayoun increaset, aslike it, aDadwhenwork disciplinedown mayou

performanceyouryanwowthereyoun tends to belanoodles dropn.

Job competency yesng baI amn asnoi condition yesng berpengaspirit of blessingthe squeakyn, torahkan, yesn maintainra perillame ayeslah hal yesng berkaitan withn work competencyyeslam ah companyHaan, of coursecompanyHaan has haraDadn yesbig onerterhayesp competence yesng ayoun givenn headyes youryanwown, wheretheresemakin bacompetence in suathat companyHaan mayouayoun has a rolesoul of secarapositive yesn significantn terhayesp performance process youryanwown, nbut if competent yesng dijalankan turtleng maximal nok closes the possibilityn daDadt is influentialperformance spirit youryanwown dalam melamy little onen workersan in suathat companyHaan.

The Influence of Organizational Culture on Employee Performance

Organizational Culture yesng baI amn according toi withn expectationstheren sta*yourd operating procedure*becomein hal yeswhat needs to be saidji by companyHaan, of course companyHaan has haraDadn yesbig oner terhayesp Work Organization Cultureyesng ayoun givenn headyesyouryanwown, wheretheresemakin baik Work Organization Culturein suathat companyHaan mayouayoun has a rolesoul of secarapositive yesn significantn terhayesp performance process youryanwown, nbut if Work Organization Culture yesmanaged turtleng maximal nok closes the possibilityn daDadt is influentialperformance spirityouryanwown dalam melamy little onen workersan in suathat companyHaan.

The Influence of Competence and Organizational Culture on PerformanceEmployee

PeInfluence Kompeyounsi(X_1) and Organic Culturemonth(X_2) terhadap kinoemployee work (Y) bebased on the resultsl penolithan inabove, on thetestan separsi wayal inperolehthislai thitung lebih besar from thislai ttablel. Dewith younoodleskian Ho3 inrejectand Ha3 inyourima, thing ithismeshows that teget pehave a positive influencethf and significan youthe wayMultan between Kompeyounsiand Organic Culturemonthyourhadap kinorja employee apartmentmen Serpong M Town Signat. Meaningwhat about ithe is intheplin torja and liencirclement torja inthincrease sehow to betogether, then it will bethisraise kinoemployee rja. SeBaliwhat ifthe companyyounsiand Organic Culturemonthrewell then kinoemployee work will be cetherering meexperiencingpedescendants.

Seethwhat employees should donoodleslikiCompyounsiand Organic Culturemonthinin pecompany, dewith Kompeyounsiand Organic Culturemonththe good onek from employees sesuitable withjust what has been doneyoutap on ith pecompany, inwhere is tilevel up a companyyounsiand Organic Culturemonthina pethe company will berpehave an effecthow to positionthf and significan yourhadap kinoemployee work, but jito Kompeyounsiand Organic Culturemonthminus the maximummall tiI can'tuntilinfluence kinoemployee work in medo petowork in a pecompany.

CONCLUSION

Based on the results and discussion of the research obtained from the M-Town Signature Apartment which uses compensation and motivation variables on employee performance, the following conclusions can be drawn from the research:

1. Bebased on the resultsl analysisthes penolithand mengenay peInfluence Kompeyounsiand Organic Culturemonthyourhadap kinorja employee apartmentmen Serpong M Town Signature. Competence (X_1) has a positive and significant influence on employee performance (Y) of M-Town Signature Apartment. This can be proven through the results of a simple linear regression test with a regression equation value of $Y = 14.130 + 0.712X_1$, it can be concluded that the constant value of 14.130 indicates that at this time Competence (X_1) is zero or does not increase, then Employee Performance (Y) will remain at 14.130. The regression coefficient is 0.712, which

indicates a unidirectional influence, meaning that every one-unit increase in competence will increase performance by 0.712. In the Performance variable, the tcount value> ttable (3.100> 0.678) is obtained, this is also proven by the significance of 0.003 <0.5. Thus, Ho1 is rejected and Ha1 is accepted, this shows that there is a positive and significant partial influence between performance. This means that competence has a positive influence on employee performance.

2. Organizational Culture (X_2) has a positive and significant influence on employee performance (Y) of M-Town Signature Apartment. This can be proven through the results of a simple linear regression test with a regression equation value of $Y = 14.956 + 0.678X_2$, it can be concluded that the constant value of 14.956 indicates that at this time Organizational Culture (X_2) is zero or does not increase, then Employee Performance (Y) will remain at 14.956. The regression coefficient is 0.678, which indicates a unidirectional influence, meaning that every one-unit increase in Organizational Culture will increase performance by 0.678. In the variable of Organizational Culture, the calculated t value is obtained> t table (0.968> 0.678) this is also proven by the significance of 0.003 <0.05. Thus, Ho2 is rejected and Ha3 is accepted. This means that Organizational Culture has a positive influence on employee performance.

3. Competence and Organizational Culture simultaneously have a significant positive influence on employee performance at M-Town Signature Apartment. This is proven by the results of multiple linear regression tests having a regression equation value of $Y = 2.860 + 0.912 X_1 + 0.035 X_2$, it can be concluded that the constant value of 2.860 means that if the Competence variable (X_1) increases by one unit, the Employee Performance value (Y) will increase by 0.912 units and if the Organizational Culture variable (X_2) increases by one unit, the Employee Performance value (Y) will increase by 0.035 units. Fcount value> Ftable or (180,587> 3.16), this is also reinforced by Sig <0.05 or (0.001 <0.05). Thus, Ho3 is rejected and Ha3 is accepted.

4. Simultaneously, there is a positive and significant influence between competence and organizational culture on employee performance at the M-Town Signature Apartment. This can be proven from the multiple linear regression equation $Y = 2.860 + 0.912 X_1 + 0.035 X_2$, the resultsl testyoufitheen korealasiwhich inperoleh yeahthere you golaiR sebesar 0.929. Sesuitablewithjust toyousir interval koefitheen. Resultl penolithand meshow that youfitheen korealasi bea bit on tilevel 0.80 – 1.00 then tigo up toeKorean ricelasibetween varietiesbrotherl means very strong.

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