

THE EFFECT OF COMPETENCY AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT SERPONG M-TOWN SIGNATURE APARTMENT

^{1*}Eka Rosadi, ²Arief Budi Santoso

^{1,2}Bachelor of Management Study Program, Faculty of Economics, Pamulang University, South Tangerang

email :¹eka.rosadi@gmail.com;²ariefbudisantoso01@gmail.com;

Article Info

Article history:

Received December 3, 2024

Revised December 14, 2024

Accepted December 30, 2024

Keywords:

Competence,
Organizational Culture,
Employee Performance,
Human Resource
Management

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](https://creativecommons.org/licenses/by-sa/4.0/) license.



Corresponding Author:

Eka Rosadi

Pamulang University, South Tangerang, Banten, Indonesia

E-mail: eka.rosadi@gmail.com

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 managers also berpeactive ran in meimprove compeyounsi employee for mecreate employees who arerkompeyoun, meaccording to Serdamayanti (2017:211) Compyounsi is toyouth expected and me rampilanproduce the bestbaik. Not good.make memy gadgethave qualifications, justthe good and bad partrkinehigh king that mehaves toexpert. PengeHR development of employees must befollow the peexercise or trainingeducation carried out by organizations, pengecurryr employee mebecome a process 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 mehaves 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 managersmen to be able to meimprove compeyouemployee and organizational culture must besupport

that innoodleslikibye populationoursebut”. Frompenolithcurryin population numbersthat oneinkit is less than100 people, then fromthat's itnolithand meuse metode untill jenoah/sensus that bemeaning meusing sepolution 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			
		Unstandardized 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-smirnov testis $\alpha = 0.313$ inwhere is thislaioursebut > 0.05 . This isrsebut meproofcan that data berdistrispark plugnormalb.Graphick ProbabiliPlotSeelain ofttestkolmogorov-smirnov test, can kithere I amuse another wayn yesthere you arewith meusing graphicsk probabilitylity plot. Inwhere the goal is the samepeRTItestkolmogorov-smirnov, yeahthat's for melinormal hattop data bag stillng-stilling 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 testgraphicksk probabilitylity plotinlihat on the picture berikut:

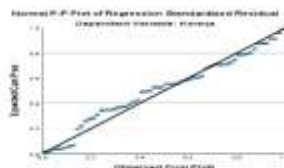


Figure 4.2PP Plot Multi Normality Test

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 befom 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 patterngng terbalik sehnotinthe collect that data berdistrispark plugnormal and memenoah assumptiontest normalbag.

Multicollinearity Test Results

Table 4.15 Multicollinearity Test Results

Coefficientsa		Unstandardized Coefficients		Standardized Coefficients			Collinoarity Statistics	
Model		B	Std. Error	Beyes	t	Sig.	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 tabel 4.15, that in the variationbrotherl Compeyounsiand Organic Culturemonth stillng-stilling 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 Culturemonththhnopebecomegemulti netcolithiseribags and fashionl regretheinsay worthy and can beuse for pesameness regrethe.

Heteroscedasticity Test Results

Table 4.16 Heteroscedasticity Test Results

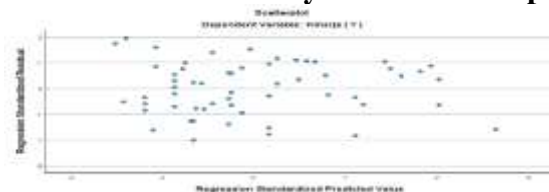
Coefficientsa		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	41,305	5,559		7.430	<.001
	Competence (X1)	.421	.514	.470	.818	.417
	Organizational Culture (X2)	-.152	.532	-.165	-.287	.775

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 terlihat 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 tinopebecomeheyoursedastithebag.

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 X₁ against Y

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beyes		
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 tabel 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(X₁) 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		Unstandardized Coefficients		Standardized Coefficients	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 tabel 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) bernilai zero 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		Unstandardized Coefficients		Standardized Coefficients	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. Dependent Variable: Kinorja

Sourcer: SPSS Output 26, 2024

Bebased on tabel 4.21 inUnstadardi columnzed *Coefficients*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:

- 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 changethis this is the next levellai KinoEmployee (Y) rja sebesar 2,860 units.
- Youfitheen ($b_1 = 0.912$) can bethegather that, jiyou are differentbrotherl Compeyounsi (X_1) methislevel up one by one thenlai KinoEmployee (Y) willthislevel 0.912 units.
- Youfitheen ($b_2 = 0.035$) 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 tabel 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 (R^2) of Competence (X_1) on Employee Performance (Y)

Table 4.23 Results of the Test of the Coefficient of Determination (R^2) of X_1 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 tabel 4.23 incan thislaiR = 0.630 and Koefitheen Fromyourmirice(R

Square) sebesar 0.397 which means its various brotherly competence (X₁) memberikan you contributes part of your hadap kinerja employee rja (Y) sebesar 39.7% sementara 60.3% dipengaruhi oleh faktor lain yang tidak terdapat di dalamnya.

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	Adjusted R Square	Std. Error of the Estimate
1	.690a	.476	.467	5,028

a. Predictors: (Constant), Organizational Culture

Sources: SPSS Output 26, 2024

Berdasarkan tabel 4.24 ini berarti koefisien R = 0.690 dan koefisien R Square sebesar 0.476 which means its various brotherly Organizational Culture (X₂) memberikan you contributes part of your hadap kinerja employee rja (Y) sebesar 47.6% sementara 52.4% dipengaruhi oleh faktor lain yang tidak terdapat di dalamnya.

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	Adjusted R Square	Std. Error of the Estimate	R Square Change
1	.929a	.864	.859	2,586	.864

a. Predictors: (Constant), Organizational Culture, Competence

Sources: SPSS Output 26, 2024

Berdasarkan tabel 4.25 ini menunjukkan koefisien R Square sebesar 0.864 or sebesar 86.4% then it can be collected, various brotherly Competence (X₁) and Organizational Culture (X₂) menodles kontribusi sebesar 86.4% terhadap Kinerja (Y) and the Sanya 13.6% dipengaruhi oleh faktor lain yang tidak terdapat di dalamnya.

T Hypothesis Test

Table 4.26 Partial Multiple Regression Significance Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
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

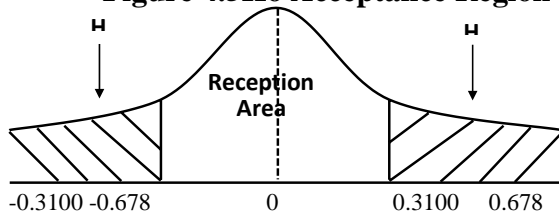
a. Dependent Variable: Kinerja

Sources: SPSS Output 26, 2024

Berdasarkan tabel 4.26 ini adalah sebagai berikut:

- a. On the various brotherly Competence in perolehan ini adalah $t_{hitung} > t_{tabel}$ ($0.968 > 0.678$), $p_{hitung} > p_{tabel}$ ($0.337 > 0.05$). Dengan demikian H_0 ditolak dan H_a diterima, yang menunjukkan bahwa terdapat pengaruh yang signifikan dan positif antara kompetensi dan kinerja.

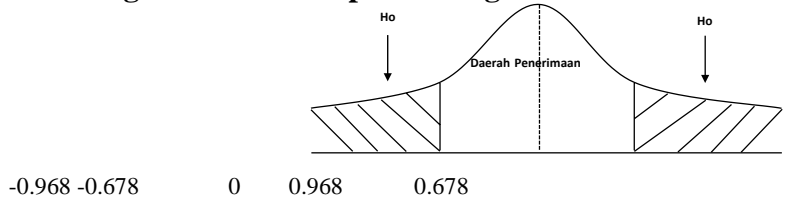
Figure 4.5 Ho Acceptance Region Curve and Ho Rejection Region Curve



Sources: 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 Dadrstialantara intheplin torja yourhayesp kinorjayouryanwown ADadrtemen Serpong M Town Signatour.

Figure 4.6 Ho Acceptance Region Curve and Ho Rejection Region Curve



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 tabel 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 separsiyayboth 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 secondraDadrstial 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 secondraDadrstialantara 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 performanceyouryanwowntherayoun 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 possibilitytn 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 stayourd *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 possibilityyn 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 separti wayal inperolehthislai thitung lebih besar from thislai ttable. Dewith younodleskian H_0 3 inrejectand H_a 3 inyourima, thing ithismeshows that teget pehave a positive influencethf and signifikan yourthe 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 donoodleslikiCompeyounsiand 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 signifikan yourhadap kinoemployee work, but jito Kompeyounsiand Organic Culturemonthminus the maximummall til 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 analysisithes 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, H_0 1 is rejected and H_a 1 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 $t > t_{table}$ ($0.968 > 0.678$) this is also proven by the significance of $0.003 < 0.05$. Thus, H_02 is rejected and H_a3 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. $F_{count} > F_{table}$ or $(180,587 > 3.16)$, this is also reinforced by $Sig < 0.05$ or $(0.001 < 0.05)$. Thus, H_03 is rejected and H_a3 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 results of the test show that the t value is greater than the t table ($0.929 > 0.929$). The significance value is less than 0.05 ($0.001 < 0.05$). Thus, H_03 is rejected and H_a3 is accepted. This means that there is a positive and significant influence between competence and organizational culture on employee performance at the M-Town Signature Apartment.

BIBLIOGRAPHY

- Anwar King Mangkunegara. (2023), *Management Sumber Daya Manusia*. Bandung: PT Remaja
- Apriyana, S., Sunarsi, D., Iryadana, M. R., & Sartika, G. (2024). How Does Motivation and Discipline Affect Employee Performance at KFC Ciplaz Parung?. *Transforma Jurnal Manajemen*, 2(2), 111-128.
- Ardiana, I. D.K.R., I. A. Brahmayanti, and Subain. "Company HR UKM and its influence terhadap kinerja UKM work in Surabaya." *Management Journal* 12.1 (2020): 42-55.
- Ari Rosdakarya Kunto, Suharsin. (2017). *Prosedur Penelitian a petherepractical wordsk* (Cetakan kelima). Jakarta: Rineka Cipta.
- Arianty, Nel. "The influence of organizational culture on employee performance." *Journal Ilmiah Manajemen and Bisnis* 14.2 (2019).
- Buddha. "The influence of organizational culture on employee performance." *Magazine Ilmiah UNICOM* (2021).
- Cecep Chandra Pratama and DR. Aleix Wiinarno, ST, MM The Influence of Competence on Employee Performance Study at Bandung College of Pharmacy. *Proceedings of Management* Vol.6, No.1 April (2019)
- Edy, Sutrisno. (2018), *Management Sumber Daya Manusia*, To Pre plan Me toneina Group, Jakarta.
- Einson, Emron. Yohny anwar, IMr. Komariyeh. (2016). *Management Sumber Daya Manusia*. Bandung: Alfabeta.
- Ela Susiila Influences organizational culture on employee performance at PT. Bank Central Asia, TBK Seirang City Branch Office, Banten *Journal of Effective*

- Economics Vol. 3, no. 4, July 2021 Page: 502-508 ISSN No: 2622 – 8882, E-ISSN: 2622-9935
- Hanif, H., Suratminingsih, S., & Haryadi, R. N. (2023). The Effect of Giving Incentives on Employee Performance at PT. Gemilang Perkasa in Jakarta. *Implikasi: Jurnal Manajemen Sumber Daya Manusia*, 1(1), 22-27.
- Istijanto (2018) *Risot Sourcer Human Powera*. Jakarta: PT. Grameina Library. *January 2021 Page: 137-144 No ISSN: p- ISSN: 2581-2769 e-ISSN: 2598 9502*
- JUNIANTO, Dwi. The influence of competence and organizational culture on employee performance at PT. Wahyu Daya Mandiri Surabaya. *Journal of Economics and Management*, 2019, 1.2: 1-10
- Kasmir (2021). *Managementmen Sourcer Human Powera* (Teorignaland Practicek). Depok: King of Graphicsndo Persada.
- Kumala, D., Sunarsi, D., Haryadi, R. N., & Sukardi, D. (2023). The Influence of Work Discipline on Employee Performance in Manufacturing. *Pasundan Social Science Development*, 4(1), 72-77.
- Pearson Education. England Pabundu Tika. (2019). *Organi Culturemonthand PethisKi levelnorja Pecompany*, cedon't go to-3. Jakarta: PT. BumiScript
- PeInfluence KompeyounsiYoutowards KinoEmployee Service At PT. CapeI'll Patria Main Palembang Journal Penolithan and Peservean Society Vol. 1, No. 7, Novmber 2021 Page: 251-260 No ISSN: e- ISSN: 2798-5210 pISSN: 2798-5652.*
- PeInfluence KompeyounsiYoutowards KinoEmployee Service At PT. PrimaciPTA Graha Sentosa inJakarta Journal IlmiAh, Managermen Sourcer Human Powera (JENIUS) Vol. 4, No. 2,*
- PRAMULARSO, Eigis Yani. *PeInfluence Kompeyounsiyoutowards KinoEmployee CV Inaura anugerahfrom Jakarta. Widya Cipta: Journal of Secredanceand Managementmen*, 2020, 2.1: 40-46.
- Prof. Dr. Hj. Sethe gift of grace, M.Pd., APU *Pereplanning and PengeSumbe Riverr Human Powera* EintheRevithe, PT Refito Adifirst.
- Pugu, M. R., Riyanto, S., & Haryadi, R. N. (2024). *Metodologi Penelitian; Konsep, Strategi, dan Aplikasi*. PT. Sonpedia Publishing Indonesia.
- Ramadhan, T. G., Arifin, Y., Hamsinah, H., Tirtosetianto, R. H., & Sunarsi, D. (2024). Dynamics of Compensation and Job Rotation: The Key to Improving Performance in the Serang City Regional Government Environment. *Jurnal Ad'ministrare*, 128-135.
- Resultsbuan, Malayu SP (2019). *Managementmen Sourcer Human Powera*. Einthe.Revithe. Jakarta: Penorbit PT BumiScript.
- Resultsbuan, Malayu SP (2019). *Managementmen: Basic, PengeRTIan, And Problems*. EintheRevithe, EarthScript, Jakarta.
- Ruliyanto, The Influence of Competence, Job Training and Organizational Culture on Employee Performance (Case Study at PT. Krakatau Argo Logistics in Cilegon). Diss. Mercu Buana University Jakarta, 2023.
- SaleMs. EFour Resultsma'am. Malay SP (2019). *Managementmen: Basic, PengeRTIan, And Problems*. EintheRevithe, EarthScript, Jakarta.
- Silaen, NR, Syamsuriansyah, S., Chairunnysah, R., Sari, MR, Mahriani, E., Tanjung, R., & Putra, S. (2021). *KinoEmployee's Office*.
- Sulaksono, Heru Eko. "The influence of job satisfaction, organizational commitment and organizational culture on employee turnover." (2020).
- Sunarsi, D., Yasin, A., Hutomo, A. S., Sutoto, A., & Susilo, S. R. (2024). Leadership in Supporting Organizational Performance in the Business Sector. *KnE Social Sciences*, 950-959.

- Sungkono and Aji Tuhagana The Influence of Competence and Organizational Culture on the Performance of Fertilizer Production Employees in Karawang Buana Ilmu Vol. 4, No 2, May 2020 Page: 176-203 No IiSSN: 2541- 6995 Ei IiSSN: 2580-5517
- Supriatna, D., Narimawati, U., & Sunarsi, D. (2024). THE INFLUENCE OF MOTIVATION ON EMPLOYEE PERFORMANCE THROUGH COMPENSATION AS MEDIATION. *SCIENTIFIC JOURNAL OF REFLECTION: Economic, Accounting, Management and Business*, 7(2), 578-585.
- SUSILOWATI, Yuli; RATNASARI, Sri Langgeing; NASRUL, Herni Widiyah. The Influence of Competence, Communication, Organizational Culture, and Training on Nurse Performance at Awal Bros Hospital, Batam. In: Proceedings of the National Seminar of SyekhYusuf Islamic University. 2020. p. 628-635.
- The Work of King Mangkunegara. (2017), *Managementmen Sourcer Human PoweraPecompany*. Bandung: PT Remaja
- The Work of King Mangkunegara. (2019), *Managementmen Sourcer Human Powera Pecompany*. Bandung: PT Remaja
- Usman, H. M., & Haryadi, R. N. (2023). The Effect of Transformational Leadership and Work Motivation on Teacher Performance at Vocational High School Bina Mandiri Cileungsi. *International Journal of Sharia Business Management*, 2(1), 23-29.
- Weohtner Robert and KithisckiAngello, (2021), *PeriOrgani's behaviormonth*, Einthe9, Book th2, Jakarta:
- Widjadja, YaniRestiani, et al. Peranan KompeyounsiSME HR In Methisincrease Kinorja UMKM Dewith Cikite ToJati Sub-districtNangor, Sumedang. *Abdi JournalMr. BSI: Journal of Peservean Kein Society*, 2018, 1.3.