

The Influence of Organizational Culture, and Work Motivation on Work Discipline Employees in Secretariat General of the National Resilience Council

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ABSTRACT

Employees at The National Resilience Council General Secretariat experienced problems related to work discipline. The purpose of this study was to determine the effect of organizational culture and work discipline on work motivation employees. This study used 115 employees in secretariat general of the national defence council. The results show that organizational culture has a significant and positive effect on work motivation. Work discipline also has a significant and positive effect on work motivation. The implications of this study indicate that to be able to improve work motivation, high work discipline and high organizational culture are needed. Employees need the encouragement of superiors to have the desire to be present at work.

Keywords: Organizational Culture, Work Motivation, Work Discipline

1. INTRODUCTION

The National Resilience Council, hereinafter referred to as Wantannas, is a court institution established and chaired by the President, domiciled and responsible directly to the President. Wantannas has the main task of assisting the President in organizing national Resilience to ensure the achievement of Indonesia's national goals and interests. The core members of the Wantannas as regulated by Presidential Decree No. 101 of 1999 is the Vice President, Secretary General Wantannas as secretary and concurrent member of the session, the Coordinating Minister for Political and Security Affairs, the Coordinating Minister for Economic, Financial and Industrial Affairs, the Coordinating Minister for Development Supervision and Utilization of the State Apparatus, the Coordinating State Minister for People's Welfare and Eradication Poverty, the Minister of State, the Secretary of the State, the Minister of the Interior, the Minister of Foreign Affairs, the Minister of Resilience and Security, the Minister of Information, the Minister of Justice, the Commander of the TNI, the Head of the State Intelligence Coordinating Board. The Secretary General of Wantannas has the function to (1) Formulate national policy and strategy designs in the context of fostering national resilience. (2) Formulation of draft national policies and strategies in the framework of ensuring the safety of the nation and state from threats to sovereignty, unity of unity and the survival of the nation and state. (3) Preparation of national development risk estimates faced within a certain period of time and the design of national policies and strategies in order to rehabilitate the consequences of development risks.

The importance of the role of human resources can be seen from the supply and demand of the labor market. There is suitability between supply and demand of the labor market that human resources as human capital itself (Renah & Setyadi, 2014). Problems related to the Secretariat General Wantannas have a relationship with work motivation. From the results of observations and interviews show that the motivation of the general secretary general of wantannas is still not as expected. Motivation is very important for the company because the effort to increase the productivity of employees requires motivation, incentives, awards, and other motivations, considering the role of employees as a determinant of success (Zainal, 2017).

There are several things that can affect the work motivation of employees, Renah & Djoko (2014) said that high motivation within the organization is based on a strong organizational culture. Organizational Culture is formed from the interaction of organizational members. Organizational culture was created in order to achieve work motivation. while work motivation is a work drive that arises from a person to behave towards achieving the goals set. Renah & Djoko (2014) also conduct research that shows the results that organizational culture can significantly influence work motivation.

Employees are the core of Management, Employee Work Discipline further we all know that the components in an organization one of which includes the human element so that

employee discipline is needed, with disciplined employees who have been entrenched can increase work motivation in an organization that allows birth. harmonious and conducive communication, so that all elements in the organization will sincerely carry out their respective duties optimally and be involved in an organized together situation in order to achieve organizational goals. Research conducted by Heriyanto, Naser, & Setia (2018) shows that work discipline can increase employee motivation in an organization.

2. LITERATURE REVIEW

2.1 Organizational Culture

According to Gómez-Mejía (2012) organizational culture is the basic assumptions and beliefs shared by members of an organization. This means that organizational culture is a basic assumption and shared belief by members of the organization. Such beliefs concern the group's view of the world and its position in the world, the nature of time and scope, human nature and human relations.

Ivancevich, Konopaske and Matteson (2008) define organizational culture is a pattern of assumptions and values that are created, discovered or formed to regulate organizational life (organizational culture is a pattern of assumptions and values that are invented, discovered, or developed to cope with organizational life). The things that can be done in creating organizational culture according to Ivancevich, Konopaske and Matteson (2008) are HOME which stands for H (History), O (Oneness), M (Membership) and E (Exchange). H (History), the importance of growing or reminding employees of sense of history that can make them remember the role of the founder (founder) of the company as well as giving color patterns of organizational culture. O (Oneness), the importance of fostering a sense of unity and wholeness among fellow members of the organization so that members of the organization have the same understanding of organizational culture and shared goals. M (Membership), the importance of growing a sense of togetherness in every member of the organization that basically they are members. E (Exchange), the importance of fostering enthusiasm for exchanging ideas and opinions among fellow company members so that the best possible solution to every problem can be reached.

2.2 Work Motivation

Motivation is defined as follows: "Motivation as the set of processes that arouse, direct, and maintain human behavior toward attaining a goal" (Greenber & Baron, 1993). Motivation is a series of actions that can move, direct and organize human behavior to achieve goals. Robbins & Judge in Mangkunegara & Octorend (2015) define motivation is a process that will determine the intensity, direction, and persistence of individuals in an effort to reach the target.

Besides that, it was stated that: "motivation as the willingness to exert high levels of effort toward organizational goals, conditioned by the effort's ability to satisfy some individual needs" (Robbins, 1996). Motivation can be interpreted as a condition for issuing a high level of effort towards organizational goals. So, motivation is conditioned by the ability of a strong effort to meet an individual's needs. From some of the notions of work motivation stated above, it can be said that work motivation is an impulse in a person to behave in certain ways in his work in order to achieve organizational goals and goals of the person himself. Work motivation is one of the factors in doing a job, activities towards achieving the goals set. Someone will do something work with persistence if he has a strong enough motivation. Conversely, someone will leave or less passionate about doing work if he does not have a strong motivation to do it.

2.3 Discipline Employees

Discipline can be inherent in a person because of the demands of the organization, personal needs, submitting to company regulatory standards, creating and maintaining respect and trust in supervisors and managers. Discipline according to Mullin (2010) suggests that discipline is essential for the efficient operation of the organization. Discipline is very important for an efficient organization. This is in line with the opinion of Newstrom (2011) which says that discipline is management action to enforce organizational standards ". Employee Discipline means controlling (sacrificing or immediately delaying something) an employee for something better in the future. This control can occur because there are forces both from outside and from within the individual concerned. From this opinion it can be understood that discipline is an attitude of knowing, being aware, obeying and obeying applicable regulations to be more

productive and effective, and avoiding punishment. This discipline can arise from within the individual through self-awareness or outside the individual through experience, environment, role models, or orders from his superiors.

Discipline that arises from self-awareness becomes self-discipline as said Smile: Discipline is defined as a force that prompts individuals and groups to observe rules, regulations, systems, processes and procedures which are considered to be necessary for the effective functioning of an organization. Self Discipline is basically an attitude of the mind, a product of culture and environment. Willingness is an attitude, behavior, and behavior of someone who is in accordance with the rules, whether written or unwritten in the organization such as the rules of time discipline, discipline discipline or behavior, and others. Discipline is the time of attendance (presence), time of work hours (coming / going home), time of completion of tasks / work. This time discipline has indicators: the level of attendance on weekdays, the level of attendance at work hours (hours of entry / return), and the level of accuracy of completing tasks. Indicators of discipline of discipline and behavior: obedience to superiors' orders, obedience to their duties, compliance with superiors' sanctions.

With the knowledge of discipline, employees will consider the negative consequences of their actions if they deviate from matters related to work or work so that disciplinary violations can be prevented and penalties against employees can be avoided. An employee who has a high level of discipline will continue to work well even without being monitored by superiors.

3. RESEARCH METHODOLOGY

3.1 Data

The data used in this study is primary data by taking data using a questionnaire distributed at 205 Employees at The National Resillience Council General Secretariat.

3.2 Population and Sampling

In this study the population used was all employees at the National Resillience Council's General Secretariat Employees. The population in this study was as much as 161 and the sample used in this study was 115 samples with slovin formula.

3.3 Analytical Technique

This research is an associative quantitative study, which means looking for a causal relationship between variables with work discipline and organization culture variables as independent variables and work motivation variables as the dependent variable.

4. RESULT AND DISCUSSION

4.1 Hypothesis Testing

This study aims to test 2 hypotheses, namely (1) work discipline has a significant effect on work motivation, and (2) organizational culture has an influence on work motivation. The following is a hypothesis test conducted:

Table 1 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.184	.217		5.449	.000
	Work_Discipline	.288	.090	.295	3.209	.002
	Organization_Culture	.470	.082	.530	5.768	.000

a. Dependent Variable: Work_Motivation

Table 1 shows the results of testing the hypothesis that work discipline is significantly able to influence work motivation with a significance value of 0.002 and has been below the error level of 0.05, the magnitude of the effect of work discipline on work motivation is 0.288. Organization culture also has an influence on work motivation with a significance level of 0.00 and the influence of 0.470.

4.2 Discussion

This research shows that work discipline is able to influence the work motivation of employees of The National Resillience Council General Secretariat, as well as organization

culture which is proven to be able to influence employee work motivation. This study is in line with research conducted by Heriyanto, Naser, & Setia (2018) that discipline can significantly affect work motivation. Likewise, with research conducted by Renah & Setyadi (2014) that organizational culture is able to influence the work motivation of employees of The National Resilience Council General Secretariat.

5. CONCLUSION

Organizational culture and work discipline are proven to be able to influence the work motivation of employees of The National Resilience Council General Secretariat. Organizational culture has a greater influence on work motivation compared to the influence exerted by work discipline. It is expected that the managerial staff at The National Resilience Council General Secretariat can make the results of this research as input so that they can take actions such as providing examples, rules or training so as to create a good organizational culture, and work discipline which in turn can directly affect work motivation on employees The National Resilience Council General Secretariat.

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