

THE INFLUENCE OF TEAMWORK AND WORK CULTURE ON THE PERFORMANCE OF EMPLOYEES AT THE PAMONG PRAJA POLICE UNIT OFFICE OF MOROWALI DISTRICT

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ABSTRACT

This research aims to determine the influence of Teamwork and Work Culture on Employee Performance in the Civil Service Police Unit of Morowali Regency. This type of research is quantitative with a population of 391 employees and uses a sample of 80 respondents. By using the Slovin formula with the Simple Random Sampling technique. Data were analyzed using multiple linear regression analysis. Based on the results of the F test, it shows that the influence of teamwork (X1) and work culture (X2) has a significant effect on employee performance (Y) at Morowali Regency Satpol PP. The results of the t test show that the teamwork variable (X1) has a significant effect on employee performance (Y), and the work culture variable (X2) has a significant effect on employee performance at the Morowali Regency Civil Service Police Unit Office.

Keywords: Teamwork, Work Culture, and employee Performance

INTRODUCTION

Human resources are the main capital in making changes, therefore human resources need to be improved and developed in order to achieve the expected goals. In an agency or organization, skilled and reliable human resources are needed in their field to develop the agency or organization. An agency is formed to achieve a common goal, but to achieve this goal requires good and professional performance from the members of the organization concerned.

To achieve and maintain quality human resources, it is important for leaders to pay attention to *teamwork* and organizational culture. Therefore, variables that influence employee performance cannot be ignored, for example *teamwork* and work culture. Teamwork is important because in an agency or organization cooperation is needed so that the tasks given can be completed optimally. Apart from that, work

culture is also important to implement in an agency or organization because work culture can influence every job carried out by each *employee*.

In relation to these variables, this research was conducted at the Civil Service Police Unit office. The Civil Service Police Unit is a Regional Apparatus that carries out duties in accordance with Law Number 23 of 2014 concerning Regional Government Article 148 paragraph (1), namely: "To assist the duties of the Regional Head and maintain public order and public peace as well as enforce regional regulations, it was formed Civil service police Unit".

The vision of the Morowali Regency Civil Service Police Unit is "the realization of professional Civil Service Police in the context of creating security and public order to support the development of a strong people's economy, towards a prosperous and just Morowali Regency Community". The system adopted in the civil

service police unit is a command (group) system, all commands are under the auspices of authority and are hierarchically ranked. As for what is currently happening, based on the system adopted in the Morowali Regency civil service police unit, every employee of the civil service police unit is expected to implement the values implemented in the office. However, the reality is that there are still employees who have not implemented the values adhered to in the office, which has implications for improving the performance of Morowali Regency civil service police unit employees .

Based on the results of observations at the Morowali district civil service police unit office, the performance at this office is still inadequate, one of which is the quality of work, this is due to the lack of personnel who have competent human resources, as well as the lack of work support facilities and infrastructure so this has an impact on effectiveness. performance. The interview was conducted with Mrs. B, one of the members of the civil service police unit in the secretariat sector, namely an office employee of the civil service police unit who is not yet able to work independently because there are no employees who have an investigator certificate so that if there are violations of a criminal nature in the field then this case will be handed over to police . From this statement, it is hoped that there will be at least several employees who have investigator certificates so that if there are violations in the field they can handle them without having to submit the case to the police.

Several of these phenomena result in less effective performance. With a strong teamwork and work culture , employees can improve their performance and work effectively. By focusing on teamwork and work culture, we hope to produce competent human resources.

LITERATURE REVIEW

Teamwork

According to Arifin (2011) *Teamwork* is the process of working in a group which must have an attitude of responsibility, intensive communication, focus on tasks, and be responsive to achieve organizational goals. According to Luessier and Achua (2015), teamwork is a unit consisting of two or more people with complementary skills and a commitment to

common goals and shared hopes, where they hold responsibility for themselves.

Teamwork is a group of people who are able to work together in a team, everyone has the same level and is important in the organization. Each individual relates to other individuals through a designated leader (Hughes, 2012).

Work Culture

According to Mangkunegara, (2015) Work culture is a process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities better, in accordance with standards .

Moljono (2005) states that work culture is generally a philosophical statement, which can function as a binding demand on employees because it can be interpreted formally in the form of company rules and regulations . According to Dessler (2015), work culture is a process of teaching employees the skills needed to do their work.

Employee Performance

According to Harsey and Blanchard (Sinambela, 2016:481) explain that performance is a function of motivation and ability. To complete tasks and work, a person must have a degree of willingness and skill. Someone is not effective enough to do something without a clear understanding of what will be done and how to do it.

Mangkunegara (2015:67) states that employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Meanwhile, according to Benardin and Russel (2015:270) employee performance is the result produced by certain job functions or activities in certain jobs during a certain period of time, which shows the quality and quantity of that work.

Hypothesis

Based on the description of the background and theory used as reference material, the author formulates a hypothesis, as follows:

1. *Teamwork* and work culture simultaneously influence the performance of civil service police unit employees in Morowali Regency.

2. *Teamwork* partially influences the performance of employees at the Morowali Regency Civil Service Police Unit.
3. Work culture partially influences the performance of employees at the Morowali Regency Civil Service Police Unit

METHOD

The type of research used in this research is quantitative research. According to Sugiyono (2018), the quantitative approach is research based on the philosophy of positivism to examine populations and samples randomly by collecting data using instruments, statistical data analysis. This research where the variables studied are the independent variables, namely *Teamwork* (X1), work culture (X2) and the dependent variable (dependent) employee performance (Y) which is descriptive research. The location of this research is the Civil Service Police Unit Office of Morowali Regency and the population is all employees in Morowali Regency Civil Service Police Unit Office, numbering 391 people. While the sample used was 80 people, this sampling used the Slovin formula. The sampling technique used in this research was simple random sampling.

simple random sampling according to Sugiyono (2017) is a sampling technique that is carried out randomly without paying attention to the strata in the population. Sampling in this technique involves drawing lots first to get the first sample from the population. After the first sample is obtained, the names that have been selected as the sample are returned again so that the population remains intact. Returning a selected sample allows subsequent respondents to remain the same as the first selected respondents. This is done continuously until the total number of 80 samples is filled i. In this research, several data collection techniques were used, including 1) Observation, where the data collection method was through direct observation at the research location. In this case, researchers, guided by their research design, need to visit the research location to directly observe various conditions in the field. 2) Questionnaire where the researcher distributes a list of questions (questionnaire) to respondents containing questions related to the research. The results of this questionnaire were analyzed to determine the influence of teamwork and work

culture on the performance of employees at the Morowali Regency civil service police unit office. 3). Documentation is where researchers collect data by collecting documents such as articles, journals or other things that are useful for this research. Using data analysis techniques including classic assumption tests (normality test, multicollinearity test and heteroscedasticity test), multiple linear regression analysis, hypothesis testing (simultaneous hypothesis test (F test), partial hypothesis test (t test), coefficient of determination (R2).

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Calculation Results

Variable	Coefficient B	Standard Error	T count	Sig
(constant)	12.453	3.411	3.651	.000
Teamwork (X1)	.438	.149	2.934	.004
Work Culture (X2)	.567	.129	4.382	.000
R= .0797		Sig F=0.000		
R square (R2) =0.635		Fcount= 66.936		
Adjusted R Square=0.625				

Source: Processed data (2023)

Based on the coefficient values in Table 1 above, the following regression model equation is obtained:

$$Y = 12.453 + 0.438 X_1 + 0.567X_2$$

1. The Constanta coefficient is a condition where the dependent variable in this research, namely employee performance (Y), is not influenced by the independent variables, namely the *Teamwork* (X1) and *Work Culture* (X2) variables, if the independent variables are *Teamwork* (X1) and *Work Culture* (X2) there are none. , then the dependent variable, namely employee performance (Y), does not change.
2. The *Teamwork* coefficient (X1) in this study has a positive effect on employee performance (Y) or in other words, if the *Teamwork* variable (X1) increases in a positive direction then Employee Performance (Y) at the Morowali Regency Civil Service Police Unit office will increase positively, because The

regression coefficient value obtained in this study is positive.

3. The Work Culture Coefficient (X2) in this research has a positive effect on Employee Performance (Y) or in other words if the Work Culture variable (X2) increases in a positive direction then Employee Performance (Y) at the Morowali Regency Civil Service Police Unit Office will increase positively, because the regression coefficient value obtained in this study is positive.

Hypothesis test

Simultaneous Hypothesis Test (F Test)

The first hypothesis in this research is that the Teamwork variable (X1) and the Work Culture variable (X2) simultaneously have a significant effect on the Employee Performance variable (Y). Based on Table 1, it can be seen that the F test results obtained a sig value. F is $0.000 \leq 0.05$, so the regression coefficient for the variables Teamwork (X1) and Work Culture (X2) simultaneously has a significant effect on the Employee Performance variable (Y) in this research.

Partial Hypothesis Test (t Test)

The second hypothesis in this research is that the Teamwork variable (X1) partially has a significant effect on the Employee Performance variable (Y) in this research and the third hypothesis in this research is that the Work Culture variable (X2) partially has a significant effect on the Employee Performance variable (Y) in this research. 1) The results of the t statistical test on the influence of the Teamwork variable (X1) on Employee Performance (Y) which are presented in Table 1 obtained a sig value. t is $0.004 \leq 0.05$. The Teamwork variable (X1) has a significant effect on the Employee Performance variable (Y) at the Morowali Regency Civil Service Police Unit Office, in other words the hypothesis can be accepted as true. 2) The results of the t statistical test on the influence of the work culture variable (X2) on employee performance (Y) are presented in Table 1, the sig value. t is $0.000 \leq 0.05$. The work culture variable (X2) has a significant influence on the Employee Performance variable (Y) at the Morowali Regency Civil Service Police Unit Office, in other words the hypothesis can be accepted as true.

Coefficient of determination (R²)

The coefficient of determination test (R²) is used to measure how much the model is able to explain variations in the dependent variable. Based on Table 1, the calculation results show a coefficient of determination of 0.635. This means that the variability of the dependent variable that can be explained by the independent variable is 63.5% and the remaining 37.5% is explained by other variables that are not included in the regression model.

CONCLUSION

This research aims to determine the influence of Teamwork and Work Culture on Employee Performance at the Morowali Regency Civil Service Police Unit Office. Based on the results of the research and discussion in the previous chapter, the following conclusions can be drawn:

1. *Teamwork* (X1) and *Work Culture* (X2) simultaneously have a significant effect on employee performance (Y) at the Morowali Regency Civil Service Police Unit Office.
2. *Teamwork* (X1) partially has a significant effect on employee performance (Y) at the Morowali Regency Civil Service Police Unit Office.
3. *Work Culture* (X2) partially has a significant effect on employee performance (Y) at the Morowali Regency Civil Service Police Unit Office.

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