

## The Influence Of Organizational Culture On Employee Discipline At The Institute Of Domestic Government (IPDN) Sumedang District

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### Abstract

This research aims to determine the influence of organizational culture on employee discipline at IPDN Sumedang Regency. Based on the research results, it is known that there are problems with employee work discipline, namely disobeying time regulations and disobeying behavioral rules at work. The research method used by researchers is descriptive with a quantitative approach. The number of respondents in this study was 30 people. Data collection techniques were carried out through observation, interviews and questionnaires. The data analysis techniques used consist of validity tests, reliability tests and simple linear regression tests. Based on the results of research and observations made by researchers regarding the influence of organizational culture (X) on employee discipline (Y), it is 0.627 if the percentage is 62.7%. Based on these analyses, the hypothesis that the author proposes is that there is a positive influence between the Organizational Culture variable and the Employee Discipline variable at the Institute of Internal Government (IPDN) Sumedang Regency, which can be accepted and proven to be true. After conducting research by distributing questionnaires, observations and interviews, regarding the Influence of Organizational Culture on Employee Discipline at IPDN Sumedang Regency, the researcher has a suggestion, namely that IPDN needs to implement an organizational culture that always prioritizes discipline, productivity and effectiveness.

**Keywords :** Employee Discipline, Organizational Culture

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### 1. Introduction

Indonesia is an archipelagic country with a diverse population. Article 18 paragraph (1) in the 1945 Constitution of the Republic of Indonesia which states that the Unitary State of the Republic of Indonesia is divided into Provinces and the Provinces are divided into Regencies and Cities, each of which has a Government. Region, which is regulated by Law Number 23 of 2014 concerning Regional Government. The aim of the Indonesian State in the Preamble to the 1945 Constitution of the Unitary State of the Republic of Indonesia is to create an Indonesian State Government that can protect the entire nation and all of Indonesia's blood. To realize this vision of the State, it is necessary to form a State Civil Apparatus that has integrity, professionalism, and neutrality. , free from interference from interests so that they are able to carry out their roles and responsibilities as a glue for national unity and integrity.

Based on the research results, it is known that there are problems with employee work discipline, namely:

1. Disobeying time rules

Every organization or company has regulations regarding working hours for employees. Likewise, the Domestic Government Institute in the Civil Service Sub-division consists of 30 employees. Entrance hours start at 08.00 – 16.00 WIB. Even though the Institute of Home Affairs has set entry times, some employees still do not comply with existing regulations. For example, arriving late and not completing attendance (finger printing).

You can see employees who arrive late during October 2022 – December 2022. Apart from employees who arrive late, there are also employees who do not fill in their attendance (finger print), because they forget or are in a hurry to come in or go home.

## 2. Disobeying the rules of behavior at work

In an effort to realize the company's goals, IPDN Sumedang Regency divides its employees into several sub-sections. Each sub-section has its own main tasks and functions. During working hours, IPDN Sumedang Regency employees are on duty on site and there are also those who are assigned to go out. However, employees often go out for non-essential personal matters. This has an impact on the effectiveness of the tasks that must be carried out. Processing time becomes longer and exceeds the predetermined time limit.

This problem is thought to be caused by the low implementation of organizational culture principles, namely the principle of excellence. The principle of excellence shows how big an organization's ability is to foster the attitude of its members to always be the best and perform better than they have previously done. To achieve this excellence requires constant struggle by developing three elements, namely: standards, motivation and feedback. At IPDN Sumedang Regency, it was found that there was an disciplinary attitude among employees which was caused by a lack of motivation within the employees. Some employees still arrive late and are outside the office on non-essential matters during working hours. This is not in accordance with the standards set by the agency.

## 2. Method

Research methods (Sugiyono, 2017:2) research methods are basically a scientific way to obtain data with certain purposes and uses. The purpose of this research method is to provide researchers with an overview of how research is carried out, so that problems can be resolved.

The type of research method used is descriptive and verification methods. The descriptive method is a method used to analyze data by describing or illustrating the data that has been collected as it is without intending to draw conclusions that apply to the general public (Sugiyono, 2017: 147). This method was proposed to answer the problem formulation, namely whether organizational culture influences employee discipline at the Sumedang Regency Institute of Internal Government.

Meanwhile, the verification method is a method that aims to determine the relationship between two or more variables (Sugiyono, 2017:55). This method is also used to test the influence or form of causal relationship of the problem being investigated or proposed in the hypothesis. The verification method in this research is used to answer the problem formulation, namely knowing how much influence organizational culture has on employee discipline simultaneously and partially..

## 3. Results and Discussion

### A. Organizational Culture

Organizational culture is a system of values, norms and beliefs held by a group of people in an organization that differentiates it from others. This is very important for a company or organization because it can determine performance, efficiency and success. From the description above, the researcher will explain or discuss the influence of organizational culture at the Institute for Internal Government (IPDN) with 14 indicators.

### B. Employee Discipline

Employee Discipline Is an action carried out by an employee at work, for example, they must be time disciplined, work disciplined and so on. In this research the researcher will provide an explanation of employee discipline variables at the Institute of Internal Government (IPDN) Sumedang Regency,

the researcher will describe how employee discipline is in accordance with the questionnaire that has been distributed with several indicators.

The Influence of Organizational Culture on Employee Discipline at the Sumedang Regency Institute of Internal Government (IPDN) has quite a close influence. This can be seen from the results of questionnaire data processing given to 30 respondents at the Institute of Domestic Government (IPDN Sumedang Regency). The data analysis that has been described previously can be a simple regression equation  $Y = a + Bx$ , where the value of  $a = 28.261$  and the value of  $b = 0.672$  and from the results of the regression of variable 7%. Based on these analyses, the hypothesis that the author proposes is that there is a positive influence between the Organizational Culture variable and the Employee Discipline variable at the Sumedang Regency Institute of Internal Government (IPDN).

Discussion of the results of the analysis that has been carried out. The analysis is as follows: because the researcher has a simple linear regression analysis output table, in this study the researcher carried out a hypothesis test by comparing the significant values in the table with a probability of 0.05. The formulation of the null hypothesis ( $H_0$ ) and alternative hypothesis ( $H_1$ ) is as follows:  $H_0: \rho_s = 0$ , meaning there is no influence between Organizational Culture (X) and Employee Discipline (Y)  $H_1: \rho_s \neq 0$ , meaning there is an influence of Culture Organization (X) with Employee Discipline (Y)  $\epsilon$

Based on the description above, is there an influence between organizational culture on employee discipline at the Institute of Internal Government (IPDN) Sumedang Regency, in the research results it is said that organizational culture has a positive influence on employee discipline, after conducting research on 30 respondents from the Institute of Internal Government (IPDN) Sumedang Regency. So it can be said that organizational culture has an influence on employee discipline at the Institute of Internal Government (IPDN) Sumedang Regency.

#### 4. Conclusion

Based on the results of the research and discussion regarding the Influence of Organizational Culture on Employee Discipline at the Institute of Internal Government (IPDN) Sumedang Regency which has been carried out, the researchers put forward the following conclusions and suggestions:

1. The Influence of Organizational Culture on Employee Discipline of the Sumedang Regency Institute of Internal Government (IPDN) has quite a close influence. This can be seen from the results of questionnaire data processing given to 30 respondents at the Institute of Domestic Government (IPDN Sumedang Regency). The data analysis that has been described previously can be a simple regression equation  $Y = a + Bx$ , where the value of  $a = 28,261$  and the value of  $b = 0.672$  and from the results of the regression of variable %. Based on these analyses, the hypothesis that the author proposes is that there is a positive influence between the Organizational Culture variable and the Employee Discipline variable at the Sumedang Regency Institute of Internal Government (IPDN).
2. In the research results it is said that organizational culture has a positive influence on employee discipline, after conducting research on 30 respondents from the Institute of Internal Government (IPDN) Sumedang Regency employees. So it can be said that organizational culture has an influence on employee discipline at the Institute of Internal Government (IPDN) Sumedang Regency.

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