

EMPLOYEE PERCEPTIONS OF ORGANIZATIONAL CULTURE IN THE DEPARTMENT OF EDUCATION AND CULTURE OF AGAM REGENCY

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ABSTRACT

This study was motivated by the phenomenon that organizational culture at the Education and Culture Office of Agam Regency had not been implemented optimally. This was indicated by the lack of employee independence in carrying out tasks, suboptimal time discipline, insufficient teamwork among employees, and inconsistent work discipline. The purpose of this study was to determine employees' perceptions of organizational culture at the Education and Culture Office of Agam Regency in terms of professionalism, commitment, teamwork, and work discipline. This study employed a quantitative approach with a descriptive research method. The population consisted of 79 employees, including civil servants, government employees with work agreements (PPPK), and non-civil servant employees. The sample comprised 68 respondents selected using the proportional random sampling technique. Data were collected through a Likert-scale questionnaire that had been tested for validity and reliability. The data were analyzed using mean score analysis. The results showed that employees' perceptions of organizational culture at the Education and Culture Office of Agam Regency were categorized as good, with an average score of 3.85 for professionalism, 4.27 for commitment, 4.19 for teamwork, and 4.17 for work discipline. Among the four indicators, commitment obtained the highest average score, while professionalism obtained the lowest. Overall, the organizational culture at the Education and Culture Office of Agam Regency has been implemented well; however, improvements are still needed, particularly in the aspect of professionalism, to support the achievement of organizational goals more effectively.

Keywords: *Employee Perception, Organizational Culture, Professionalism, Commitment, Teamwork, Work Discipline.*

A. INTRODUCTION

Organizational culture is one of the factors influencing an organization's success in achieving its goals. Organizational culture reflects the values, norms, and beliefs that

serve as guidelines for organizational members in carrying out their duties and responsibilities. According to Sutrisno, as cited in Muis et al. (2018), organizational culture is a system of values, beliefs, and norms that serve

as guidelines for the behavior of organizational members in carrying out work activities. A good organizational culture can enhance employee professionalism, commitment, teamwork, and work discipline.

The Agam Regency Education and Culture Office, as a public organization, requires a strong organizational culture to support the implementation of its duties and services to the public. However, based on the researcher's observations during the Educational Management Field Practice from June to August 2025, several problems were identified, such as employees lacking independence in their work, suboptimal time management, suboptimal collaboration between employees, and inconsistent work evaluations. These conditions indicate that organizational culture still needs to be improved.

According to Dewi et al. (2023), organizational culture plays an important role in Improving organizational effectiveness and performance. Therefore, this study focuses on describing employee perceptions of organizational culture at the Agam Regency Education and

Culture Office, examining aspects of professionalism, commitment, teamwork, and work discipline. The research results are expected to provide input for organizations in improving the quality of their organizational culture and serve as a reference for developing Educational Administration.

B. RESEARCH METHODS

This study used a quantitative approach with descriptive methods. The study was conducted at the Agam Regency Education and Culture Office. The study population consisted of 79 employees, consisting of Civil Servants (PNS), Government Employees with Employment Contracts (PPPK), and non-PNS employees. The study sample consisted of 68 individuals, determined using proportional random sampling.

The research instrument is a questionnaire compiled based on indicators. organizational culture, namely professionalism, commitment, teamwork, and work discipline. The questionnaire used a Likert scale with five answer alternatives. Before use, the instrument was tested for validity and reliability. The obtained data were

analyzed using descriptive statistical techniques by calculating the average (mean) value to describe employee perceptions of organizational culture at the Agam Regency Education and Culture Office.

C. RESEARCH RESULTS AND DISCUSSION

Research Result

The results of this study examine employee perceptions of organizational culture at the Agam Regency Education and Culture Office, as measured by several indicators, namely: professionalism, commitment, teamwork, and work discipline. The following is a description of the indicator data, along with a discussion of the research:

1. Employee Perceptions of Organizational Culture at the Agam Regency Education and Culture Office, as measured by the Professionalism Indicator.

A description of the data processing results related to employee perceptions of organizational culture at the Agam Regency Education and Culture Office, based on the professionalism indicator, which includes sub-indicators of the ability to complete tasks well, be

responsible for work and work results, and comply with the rules/code of ethics in professionalism, can be seen in Table 1 below:

No	Statement	Average	Criteria
1.	I am able to complete tasks according to the established standards.	4. 47	Good
2.	I still complete my work even when I face obstacles.	4. 27	Good
3.	I work to the best of my abilities.	4. 42	Good
4.	I take full responsibility for the work I do.	4.5	Good
5.	I am willing to correct any errors in my work.	4. 29	Good
6.	I do not blame other people above my work error.	4. 26	Good
7.	I make rule as main thing In finish task	4. 27	Good
8.	I maintain a work attitude that is appropriate to the organizationa I environment.	4. 41	Good
9.	I stay focused on my work without interfering with my personal life.	4. 19	Good
Amount		34,66	Good
Average		3,85	

The overall average score for the professionalism indicator was 3.85, which is in the good category. This indicates that employee perceptions of organizational culture at the Agam Regency Education and Culture Office are in the good category from a professional perspective.

2. Employee Perceptions of Organizational Culture at the Education and Culture Office of Agam Regency, as Seen from the Commitment Indicator.

Description of data processing results related to employee perceptions of organizational culture at the Agam Regency Education and Culture Office using the following indicators Commitment, which includes sub-indicators of carrying out tasks in accordance with organizational rules and direction, caring about organizational progress, and not giving up easily when facing clear difficulties, can be seen in Table 2 below:

No	Statement	Average	Criteria
1.	I consistently comply with the rules in every job I do.	4. 41	Good
2.	I strive to carry out my	4. 30	Good

No	Statement	Average	Criteria
	work in accordance with the organization's goals.		
3.	I follow directions internal leadership Work	4. 41	Good
4.	I have a concern for the progress of the organization.	4. 26	Good
5.	I strive to make the best contribution to the organization.	4. 39	Good
6.	I feel proud to be part of this organization.	4. 22	Good
7.	I keep trying even though I face difficulties at work.	4. 22	Good
8.	I have the determination to complete a task to its completion.	4. 29	Good
9.	I look for solutions when I face work obstacles.	4. 08	Good
Amount		38.58	Good
Average		4.27	

The overall average score for the commitment indicator was 4.27, which is in the good category. This indicates that employee perceptions of organizational culture at the Agam Regency Education and Culture Office, in terms of commitment, are in the good category.

3. Employee perceptions of organizational culture at the Agam Regency Education and Culture Office, as seen from the aspect of teamwork.

A description of the data processing results related to employee perceptions of organizational culture at the Agam Regency Education and Culture Office, based on the teamwork indicator, which includes the sub-indicators of conveying information clearly, adapting to team roles, and maintaining good relationships among team members, can be seen in Table 3 below:

No	Statement	Average	Criteria
1.	I convey information about the division of tasks within the team clearly to my colleagues.	4.14	Good
2.	I am open in communicating with team members.	4.10	Good
3.	I ensure that the information I convey is easy to understand.	4.19	Good
4.	I am able to adapt to my role in a team.	4.29	Good
5.	I accept the division of tasks within	4.19	Good

No	Statement	Average	Criteria
	the team well.		
6.	I am willing to help other team members.	4.11	Good
7.	I maintain good relationships with my fellow coworkers.	4.17	Good
8.	I respect the opinions of other team members.	4.29	Good
9.	I avoid conflict within the team.	4.25	Good
Amount		37.73	Good
Average		4.19	

The overall average score for the teamwork indicator was 4.19, which is in the good category. This indicates that employee perceptions of organizational culture at the Agam Regency Education and Culture Office, when viewed from the teamwork aspect, are in the good category.

4. Employee perceptions of organizational culture at the Agam Regency Education and Culture Office as seen from work discipline indicators.

A description of the data processing results related to employee perceptions of organizational culture at the Agam Regency Education and Culture Office, based on the work

discipline indicator, which includes sub-indicators of utilizing work time effectively, not engaging in activities outside of work during work hours, and consistently maintaining work quality, can be seen in Table 4 below:

No	Statement	Average	Criteria
1.	I arrive and leave work on time.	3.88	Good
2.	I completed the work on schedule.	4.04	Good
3.	I don't do any personal activities during work hours.	4.13	Good
4.	I focus on work during work hours.	4.17	Good
5.	I avoid things that can interfere with my work.	4.30	Good
6.	I maintain the quality of my work consistently.	4.38	Good
7.	I'm thorough in finish work.	4.16	Good
8.	I'm trying to improve the quality of my work.	4.36	Good
Amount		33.42	Good
Average		4.17	

The overall average score for the work discipline indicator was 4.17, which is in the good category. This indicates that employee perceptions of organizational culture at the Agam Regency Education and Culture Office are

positive, as seen from the aspect of work discipline.

Research Discussion

1. Employee Perceptions of Organizational Culture in the Education and Culture Office of Agam Regency as Seen from Professionalism Indicators.

The research results show that employee perceptions of organizational culture in the service Based on the professionalism indicator, the education and culture of Agam Regency obtained an average score of 3.85, categorized as good. This indicates that employees have good abilities in completing tasks, are responsible for the work they do, and comply with the organization's rules and code of ethics.

The highest score was for the statement "I take full responsibility for the work I do," with an average score of 4.50. This result indicates that employees have a high awareness of work responsibilities. According to Siagian (2016), professionalism is a person's ability and reliability in carrying out tasks so that work can be completed with high quality, on time, and with full responsibility. A high score on the

responsibility aspect indicates that employees have applied professional values in carrying out their daily tasks. The lowest score was for the statement "I remain focused on my work without interfering with other activities personal matters" with an average score of 4.19. Although still in the good category, this result indicates that employee work focus still needs to be improved.

According to Sedarmayanti (2017), professionalism is characterized by an employee's ability to prioritize the interests of the organization over personal interests when carrying out their duties and responsibilities.

In conclusion, the research results show that employee professionalism is in the good category. This finding aligns with Kurniawan's (2018) opinion, which states that professionalism is an element of organizational culture that can increase work effectiveness and the quality of organizational services.

2. Employee Perceptions of Organizational Culture at the Education and Culture Office of

Agam Regency as Seen from Commitment Indicators.

The research results showed that the commitment indicator obtained an average score of 4.27, which is categorized as good. These results indicate that employees Having a willingness to comply with organizational rules, carry out tasks in accordance with organizational goals, and continue to strive to complete work despite facing various difficulties.

The highest scores were for the statements "I consistently comply with the rules in every job I do" and "I follow the leadership's directions at work," with an average score of 4.41. These results indicate a strong commitment from employees to the organization.

According to Robbins (2017), organizational commitment is a state in which an individual sides with a particular organization and its goals and desires to maintain their membership in that organization. The lowest score was for the statement "I seek solutions when facing work obstacles," with an average score of 4.08. Although in the good category, these results indicate that employees' ability to

face and resolve work problems can still be improved. According to Meyer (2017), individuals with high commitment will demonstrate greater effort to help the organization achieve its goals, including in dealing with work challenges and obstacles.

It can be concluded that a high commitment score indicates that employees have loyalty and a sense of belonging to the organization. This aligns with Luthans' (2011) opinion, which states that organizational commitment is an important factor that can increase motivation, performance, and organizational success.

3. Employee Perceptions of Organizational Culture at the Education and Culture Office of Agam Regency as Seen from Teamwork Indicators.

The research results showed that the teamwork indicator scored an average of 4.19, categorized as good. This indicates that employees are able to work well together, help each other, and maintain harmonious relationships within the work environment.

The highest scores were for the statements "I am able to adapt to my role in the team" and "I respect the opinions of other team members," with an average score of 4.29. These results indicate that employees have the ability to adapt and respect differences of opinion within the work group. According to West (2012), teamwork is the ability of individuals to work together effectively to achieve predetermined goals through communication, coordination, and mutual support among team members. The lowest score was for the statement "I am open to communicating with team members," with an average score of 4.10. Although still While the results are in the good category, these results indicate that open communication still needs to be improved. According to Sopiah (2018), effective communication is one of the main factors determining the success of teamwork in an organization because it can reduce conflict and improve work coordination.

It can be concluded that the research results show that teamwork within the organization is

already running well. This finding aligns with Daft's (2016) findings, which state that organizations with a strong culture of collaboration tend to achieve their goals more easily.

4. Employee Perceptions of Organizational Culture at the Education and Culture Office of Agam Regency as Seen from Work Discipline Indicators.

The research results show that the work discipline indicator scored an average of 4.17, categorized as good. This indicates that employees have a good awareness of how to utilize their work time, comply with regulations, and maintain work quality on an ongoing basis.

The highest score was for the statement "I consistently maintain the quality of my work," with an average score of 4.38. This result indicates that employees are highly committed to producing quality work. According to Hasibuan (2019) defines work discipline as an individual's awareness and willingness to comply with all organizational regulations and applicable social norms. Good discipline is reflected in an

employee's commitment to carrying out their duties and maintaining the quality of their work. The lowest score was for the statement "I arrive and leave work on time," with an average score of 3.88. Although still in the good category, this result indicates that punctuality still needs improvement. According to Sutrisno (2019), one of the main indicators of work discipline is adherence to the working hours set by the organization.

It can be concluded that employee work discipline is in the good category. This finding supports Rivai (2018), who stated that high work discipline will increase productivity, work effectiveness, and the organization's success in achieving its goals.

D. CONCLUSION

Based on the research results and discussions presented in the previous chapter, it can be concluded that Employee Perception of Organizational Culture at the Education Office, with an average score of 4.25, is in the good category. This indicates that the organizational culture at the Agam Regency Education and Culture Office has implemented organizational culture

well, based on employee perceptions, as detailed below. This is evident from the average scores for each indicator studied, namely professionalism, commitment, teamwork, and work discipline, as follows:

1. Employee perceptions of organizational culture, from a professionalism perspective, obtained an average score of 3.85, falling into the "good" category. This indicates that employees have good abilities in completing tasks, are responsible for their work, and comply with applicable rules and codes of ethics. However, the aspect of professionalism, focusing on work without interfering with personal matters, still needs improvement.
2. Employee perceptions of organizational culture, when viewed from the commitment aspect, obtained an average score of 4.27, falling into the good category. This result indicates that employees comply with organizational rules, carry out their duties in accordance with organizational goals, and have a sense of responsibility for the organization's progress. This indicator has the highest average

score compared to other indicators.

3. Employee perceptions of organizational culture, viewed from the aspect of teamwork, obtained an average score of 4.19, which is in the good category. This indicates that employees are able to work together, respect the opinions of their colleagues, adapt to their roles within the team, and maintain good relationships with fellow employees. However, open communication between Team members still need to be improved.
4. Employee perceptions of organizational culture, in terms of work discipline, obtained an average score of 4.17, falling into the "good" category. This result indicates that employees are utilizing their work time well, consistently maintaining work quality, and striving to improve work results. However, the aspect of punctuality in arriving and leaving work still requires more attention.

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