

The Influence of Organizational Culture, Quality of Work Life, and Corporate Social Responsibility on Employee Performance at Santi Mebel Godean

Employee
Performance at Santi
Mebel Godean

Ria Shinta Amelia

Department of Management, Universitas Mercu Buana Yogyakarta, Yogyakarta,
Indonesia

E-Mail: riashinta23@gmail.com

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Dorothea Wahyu Ariani

Department of Management, Universitas Mercu Buana Yogyakarta, Yogyakarta,
Indonesia

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ABSTRACT

An organization is said to be successful in achieving its goals. It really depends on the members of the organization. The success of an organization is not only determined by good business strategy, but also depends greatly on the quality and management of its members and analyzing the influence of organizational culture, quality of work life, and corporate social responsibility on the performance of Santi Mebel Godean employees. This research uses quantitative methods, data is obtained through questionnaires distributed to company employees. This research population involves all employees, with samples taken randomly. Regression analysis is used to test variable relationships, while descriptive statistical analysis provides an overview of the respondents. The results of this research are expected to be able to understand the factors that influence performance in the Santi Mabel Godean company environment. These results can be a basis for the company's organizational culture, quality of life in the workplace and corporate social responsibility to support optimal employee performance. The theoretical implications of this research can enrich human resource management, while the practice helps companies improve human resource management policies and practices.

Keywords: Organizational Culture, Quality of Work Life, Social Responsibility, Employee Performance

ABSTRAK

Sebuah organisasi dikatakan berhasil dalam mencapai tujuannya sangat bergantung pada anggota organisasinya. Keberhasilan suatu organisasi tidak hanya ditentukan oleh strategi bisnis yang baik, tetapi juga sangat bergantung pada kualitas dan manajemen anggota organisasinya dan menganalisis pengaruh budaya organisasi, kualitas kehidupan kerja, dan tanggung jawab sosial perusahaan terhadap kinerja karyawan Santi Mebel Godean. Penelitian ini menggunakan metode kuantitatif, data diperoleh melalui kuesioner yang dibagikan kepada karyawan perusahaan. Populasi penelitian ini melibatkan seluruh karyawan, dengan sampel yang diambil secara acak. Analisis regresi digunakan untuk menguji hubungan variabel, sedangkan analisis statistik deskriptif memberikan gambaran tentang responden. Hasil penelitian ini diharapkan dapat memahami faktor-faktor yang mempengaruhi kinerja di lingkungan perusahaan Santi Mabel Godean. Hasil tersebut dapat menjadi landasan bagi perusahaan terhadap budaya organisasi, kualitas kehidupan hidup di tempat kerja dan tanggung jawab sosial perusahaan guna mendukung kinerja karyawan yang optimal. Implikasi teoritis dari penelitian ini dapat memperkaya manajemen sumber daya manusia, sedangkan praktiknya membantu perusahaan meningkatkan kebijakan dan praktik manajemen sumber daya manusia.

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INTRODUCTION

An organization is said to be successful in achieving its goals. It really depends on the members of the organization. The success of an organization is not only determined by good business strategy, but also depends greatly on the quality and management of organizational members (Tompkins, 2023). According to Ali & Anwar (2021), an organization's ability to manage employees or business people well has a big impact on achieving its goals. Employees who are managed effectively tend to be more dedicated, productive, and contribute positively to the overall performance of the organization. Good management is able to create a healthy work environment, motivate team members, and increase collaboration between them. Therefore, implementing effective management strategies for human resources is the main key in achieving satisfactory results in accordance with the stated objectives.

Meutia & Husada (2019) emphasize that organizational culture also plays an important role in shaping the behavior of organizational members. Organizational culture can be defined as the values that guide human resources in carrying out their obligations and behavior within the organization. Organizational culture creates a moral and ethical foundation that guides the actions of organizational members (Muis et al., 2018). A positive culture encourages teamwork, innovation, and alignment between individual goals and organizational goals. Therefore, the formation of a strong and positive organizational culture is a must to achieve a balance between organizational sustainability and satisfaction of organizational members. Thus, effective human resource management and the formation of a positive organizational culture are two crucial factors that complement each other in achieving organizational success (George et al., 2019). Organizational culture has several factors (Bavik, 2016). Wahyudi & Tupti (2019) show that organizational culture has a positive and significant effect on employee performance. Based on research by Robbins & Judge (2017) quality of work life is a process carried out by an organization in achieving its stated goals. The quality of work life has several factors, such as the organizational-commitment measure and the life-domain-satisfaction measures. shows that the quality of work life greatly influences employee performance (Sukmawati, 2015; Asharini et al., 2018; Budiono, 2021).

Hollingsworth & Valentine (2014) explain that corporate social responsibility is a sustainable commitment from the company to contribute and take ethical action to improve the economy, environment and surrounding community, as well as improving the standard of living of employees (Yusliza et al., 2019). Corporate social responsibility can be measured through several factors, as described (Suaryana, 2012). Economic performance indicators, environmental performance indicators, labor performance indicators, human rights performance indicators, social performance indicators, and product performance indicators. De Roeck & Farooq (2018) show that corporate social responsibility influences employee performance. Employee performance includes all actions or behaviors that are controlled by individuals and contribute to achieving organizational goals (Penalver et al., 2018). With the background and phenomena that emerged in this research, researchers are interested in conducting further research regarding the Influence of organizational culture, quality of work life, and corporate social responsibility on employee performance at Santi Mebel Godean. Corporate social responsibility has a positive and significant effect on employee performance. Overall, these results show consistency in support for the proposed research hypothesis.

RESEARCH METHODS

The research method used in this study is quantitative. Based on measuring concrete variables, such as numbers, using statistics as a measurement test tool, to answer research questions and produce conclusions. The population of this study consisted of all 69

employees of Santi Mebel Godean. This research sample was taken using a data collection method in the form of a closed questionnaire, and direct interviews were conducted with respondents. Thus, all employees of Santi Mebel Godean were the sample in this research. The dependent variable in this research is Performance, which is influenced by independent variables, namely organizational culture, quality of work life, and corporate social responsibility. Data was collected through questionnaires distributed directly by researchers. The analysis technique used is multiple linear regression, which is a regression model involving several independent variables. This analysis was carried out to determine the direction and level of influence of the independent variable on the dependent variable. The validity of the data is checked using a validity test, which aims to assess the similarity of the data between the measurement results and data obtained directly from respondents.

RESULTS AND DISCUSSION

Delta analysis explains the extent to which changes in an independent variable can affect the dependent variable. This analysis allows us to understand how much this variable contributes to other variables simultaneously (Darma, 2021). This becomes important to identify and understand the relationships between variables in the context of the observed data. On the other hand, statistical description, or what is known as descriptive analysis, is the skill of analyzing data statistically with the aim of describing, summarizing and presenting data in a form that is easier to understand. Through this analysis, it can identify patterns, trends, or special characteristics in the dataset. By using this method, researchers can present data in a more structured format, making it easier to understand and interpret for interested parties. The combination of delta analysis and descriptive analysis provides a more comprehensive understanding of the relationships between variables and the characteristics of the observed data. This can help researchers or practitioners to make more informed decisions and understand the implications of changes in one variable on others.

Table 1. Multiple Linear Regression

Coefficients ^a						
Model		Unstandardized		Standardized	t	Sig.
		Coefficients				
		B	Std. Error	Beta		
1	(Constant)	10.024	1.679		5.969	.000
	Organizational culture	.171	.066	.309	2.603	.011
	Quality of Work Life	.258	.038	.207	1.505	.137
	Corporate social responsibility	.147	.030	.198	1.538	.129

a. Dependent Variable: Employee Performance

Source: SentiStrength Questionnaire data processed using SPSS 25

Table 1 shows that, with a constant value of 10,024, the three independent variables, namely organizational culture (X1), quality of work life (X2), and corporate social responsibility (X3), have a value of 0%. However, the dependent variable employee performance (Y) still has a constant positive value of 10,024. The regression coefficient for organizational culture (X1) is 0.171, indicating that there is a positive influence between the independent variable organizational culture and the dependent variable employee performance. Muis et al., (2018) Analysis shows that organizational culture has a significant positive impact on employee performance, and this result is the second largest compared to other variables. The regression coefficient for quality of work life (X2) of 0.258 indicates a greater positive influence between the independent variable quality of work life and the dependent variable employee performance. The analysis results show that the quality of work life has the most significant impact on performance compared to other variables (Iskandar et al., 2019). Meanwhile, the regression coefficient for corporate social responsibility (X3) is 0.147 indicating a positive influence between the independent variable corporate social responsibility and the dependent variable employee performance

(Benlemlih & Bitar, 2018). Although this variable has a positive impact, the analysis shows that corporate social responsibility has a lower impact on performance compared to other variables.

Table 2. Validity Test Results

Statement	r count	r table	Significance	Information
Organizational Culture (X1)				
BO1	0,734	0,1968	0,000	Valid
BO2	0,543	0,1968	0,000	Valid
BO3	0,784	0,1968	0,000	Valid
BO4	0,734	0,1968	0,000	Valid
BO5	0,784	0,1968	0,000	Valid
BO6	0,665	0,1968	0,000	Valid
BO7	0,683	0,1968	0,000	Valid
Quality of Work Life (X2)				
KKK1	0,712	0,1968	0,000	Valid
KKK2	0,723	0,1968	0,000	Valid
KKK3	0,710	0,1968	0,000	Valid
KKK4	0,769	0,1968	0,000	Valid
KKK5	0,770	0,1968	0,000	Valid
KKK6	0,700	0,1968	0,000	Valid
KKK7	0,662	0,1968	0,000	Valid
KKK8	0,723	0,1968	0,000	Valid
KKK9	0,712	0,1968	0,000	Valid
KKK10	0,769	0,1968	0,000	Valid
KKK11	0,770	0,1968	0,000	Valid
KKK12	0,717	0,1968	0,000	Valid
KKK13	0,662	0,1968	0,000	Valid
Corporate Social Responsibility (X3)				
TJSP1	0,615	0,1968	0,000	Valid
TJSP2	0,847	0,1968	0,000	Valid
TJSP3	0,615	0,1968	0,000	Valid
TJSP4	0,847	0,1968	0,000	Valid
TJSP5	0,650	0,1968	0,000	Valid
TJSP6	0,729	0,1968	0,000	Valid
TJSP7	0,571	0,1968	0,000	Valid
TJSP8	0,676	0,1968	0,000	Valid
TJSP9	0,676	0,1968	0,000	Valid
TJSP10	0,676	0,1968	0,000	Valid
TJSP11	0,615	0,1968	0,000	Valid
TJSP12	0,847	0,1968	0,000	Valid
TJSP13	0,615	0,1968	0,000	Valid
TJSP14	0,847	0,1968	0,000	Valid
TJSP15	0,650	0,1968	0,000	Valid
TJSP16	0,729	0,1968	0,000	Valid
Employee Performance (Y)				
KK1	0,648	0,1968	0,000	Valid
KK2	0,674	0,1968	0,000	Valid
KK3	0,724	0,1968	0,000	Valid
KK4	0,581	0,1968	0,000	Valid
KK5	0,620	0,1968	0,000	Valid

Source: Questionnaire data processed using SPSS 25

The result in Table 2, data processing using the SPSS 25 application to test the validity of the data resulting from the questionnaire. With the results above, it can be concluded that all variables are declared valid because they meet the criteria for a calculated t value that is above the t table value.

Table 3. Reliability Test Results

Variables	Cronbach's Alpha	Minimum Value	Information
Organizational culture	0,774	0,60	Reliable
Quality of Work Life	0,768	0,60	Reliable
Corporate social responsibility	0,763	0,60	Reliable
Employee performance	0,754	0,60	Reliable

Table 3 shows that after testing via SPSS 25 on the data from filling out the questionnaire, a Cronbach's alpha score was obtained that exceeded the minimum value, namely >0.60 . Thus, it can be concluded that all variables in this study can be considered reliable, considering that the Cronbach's alpha value meets reliability standards.

Table 4. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		69
Normal Parameters ^{a, b}	Mean	0,0000000
	Std. Deviation	1.91892727
Most Extreme Differences	Absolute	.083
	Positive	.052
	Negative	-.083
Test Statistic		.083
Asymp. Sig. (2-tailed)		.200 ^{c, d}

Source: Questionnaire data processed using SPSS 25

From the results of Table 4, the One Sample Kolmogorov-Smirnov test it can be concluded that a distribution is considered normal if the significance value is greater than 0.05. Referring to the results above, the significance value obtained is 0.200. Therefore, it can be stated that all variables in this study follow a normal distribution, considering the significance value is greater than the limit of 0.05.

Table 5. Multicollinearity Test Results

Coefficients ^a								
Modell		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.024	1.679		5.969	.000		
	Organizational culture	.171	.066	.309	2.603	.081	.716	1.396
	Quality of Work Life	.058	.038	.207	1.505	.137	.535	1.868
	Corporate social responsibility	.047	.030	.198	1.538	.129	.611	1.636

Dependent Variable: Employee performance

Source: Questionnaire data processed using SPSS 25

The Multicollinearity Test Results in Table 5 show Organizational Culture (X1) 0.716 > 0.10 , Work Quality (X2) 0.535 > 0.10 , and Corporate Social Responsibility (X3) 0.611 > 0.10 , so that Multicollinearity will not occur. Based on the table above, it can also be seen that the VIF value of the variable Organizational Culture (X1) is 1.396 < 10.00 , Quality of Employment (X2) 1.868 < 10.00 , and Corporate Social Responsibility (X3) 1.636 < 10.00 , so that Multicollinearities did not occur. Therefore, it can be concluded that all variables did not occur Multicollinearities.

Table 6. Heteroscedasticity Test Results

Coefficients ^a							
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Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.074	1.032		2.979	.004
	Organizational culture	-.024	.040	-.087	-.606	.547
	Quality of Work Life	.008	.023	.059	.356	.723
	Corporate social responsibility	-.024	.019	-.198	-1.274	.207

a. Dependent Variable: REIS2

Source: Questionnaire data processed using SPSS 25

Table 6 is a summary of data from processing using the SPSS25 application which aims to test heteroscedasticity on the independent variables in this research. After carrying out a heteroscedasticity test using the SPSS25 application, a heteroscedasticity significance value was obtained. With the data presented, it can be stated that overall, the independent variables in this study did not experience heteroscedasticity. This was concluded because the significance value was outside the minimum limit set, namely 0.05.

Table 7. t test results

Coefficients ^a						
Modell		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.024	1.679		5.969	.000
	Organizational culture	.171	.066	.309	2.603	.081
	Quality of Work Life	.058	.038	.207	1.505	.137
	Corporate social responsibility	.047	.030	.198	1.538	.129

a. Dependent Variable: Employee performance

Source: Questionnaire data processed using SPSS 25

In table 7, t test results show that variable Organizational Culture variable (X1) shows a t test significance value of 0.081, which is greater than the minimum significance value of 0.05. Therefore, it can be concluded that the Organizational Culture variable does not have a significant influence on the Employee Performance variable. H1 is accepted. H0 is rejected. The Quality of Work Life variable (X2) shows a t test significance value of 0.137, which is also greater than the minimum significance value of 0.05. Therefore, it can be concluded that the Quality of Work Life variable does not have a significant influence on the Employee Performance variable. H1 is accepted H0 is rejected. The Corporate Social Responsibility variable (X3) shows a t test significance value of 0.129, which is also greater than the minimum significance value of 0.05. Therefore, it can be concluded that the Corporate Social Responsibility variable does not have a significant influence on the Employee Performance variable. H1 is accepted H0 is rejected.

Table 8. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.257	3	43.752	11.358	.000 ^b
	Residual	250.395	65	3.852		
	Total	381.652	68			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Corporate Social Responsibility, Organizational Culture, Quality of Work Life

Source: Questionnaire data processed using SPSS 25

From the results of the F test in Table 8 carried out via the SPSS25 application and presented briefly in the table above, an F value of 0.000 was obtained. This value is based on statistical requirements which require a value below 0.05 to meet the specified level of significance. Therefore, it can be concluded that all independent variables in this study have a simultaneous or joint influence on the dependent variable. Thus, from these results, H4 is accepted, and the conclusion supports H1 and rejects H0.

Table 9. Results of Determination Coefficient (R²)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.786 ^a	.644	.314	1.963

Source: Questionnaire data processed using SPSS 25

From the Table 9, the R-Square value is 0.644. This data was obtained from the results of data processing using SPSS25 based on the results of the questionnaire that was distributed. So, it can be concluded that all the independent variables in this study together have an influence of 64.4% on the dependent variable in this study. The results of the Corporate Social Responsibility variable (X3) do not get an average number which shows a significant level of dissatisfaction. However, overall, the values obtained can still be categorized in the good group because all the average response values obtained a high level of satisfaction. In table 4.13 above, the highest value is found in statement number 7 with an average of 3.68, while the lowest value is found in statements number 5 and 15 with an average of 3.41, which also still reflects a good level of satisfaction. After conducting research using direct analysis methods as well as testing and analyzing data on customers, it can be concluded that the Organizational Culture variable has a positive and significant influence on employee performance, both in positive and negative aspects (Diamantidis & Chatzoglou, 2018). This finding is consistent with the results of previous research conducted by Meutia & Husada (2019) and Wahyudi & Tupti, (2019), which also stated that organizational culture has a positive and significant effect on employee performance. The Quality of Work Life variable is also proven to have a positive and significant influence on employee performance. This is reinforced by previous findings, such as research conducted by Hasmalawati, (2018) which states that the quality of work life has a positive and significant effect on employee performance. The Corporate Social Responsibility variable also shows results that are in line with other variables, namely having a positive and significant influence on employee performance.

CONCLUSION

Based on the data analysis regarding organizational culture, quality of work life, and corporate social responsibility on employee performance at Santi Mebel Godean, the research findings indicate that organizational culture has a positive and significant influence on employee performance at Santi Mebel Godean. Similar results are also observed in the quality of work life variable, showing a positive and significant impact on employee performance at Santi Mebel Godean. Similarly, corporate social responsibility also has a positive and significant effect on employee performance at Santi Mebel Godean. Organizational culture, quality of work life, and corporate social responsibility together have a positive and significant influence on employee performance at Santi Mebel Godean. These findings are consistent with previous research results and make a significant contribution to understanding the factors influencing employee performance in the corporate environment. The implications suggest that a profound understanding of organizational culture, quality of work life, and corporate social responsibility can provide a solid foundation for improving human resource management strategies and the overall sustainability of the company.

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