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Conference Paper

The Influence of Work Culture, Work Motivation, and Job Satisfaction on the Organizational Commitment of Administrative Personnel Members of the PKS Faction of the House of Representatives of the Republic of Indonesia

Anwar[1] Didin Hikmah Perkasa[2*] Maria Imelda Novita Susiang[3] Cut Nina Rostina[4] Ryani Dhyan Parashakti[5] and Setiyo Purwanto[6]

[1,2,3,5,6]Department of Management, Dian Nusantara University, Jakarta, Indonesia
[4]Teuku Umar University, Aceh, Indonesia

ORCID
Didin Hikmah Perkasa: https://orcid.org/0000-0002-3093-3886

Corresponding author: Didin Hikmah Perkasa; email: didin.hikmah.perkasa@undira.ac.id

Abstract.

A strong organizational commitment is needed among employees. Employees having organizational commitments will be able to survive in an organization. This research explores various determinants that affect the high and low commitment of employees in an organization. The study aims to determine the influence of work culture, work motivation, and employee job satisfaction within the PKS faction of the DPR RI, and to find out the most influential factors of the three free variables. The terminology of human resources has been replaced with the terminology of human capital in the industrial world in the last two decades. The role of members of the organization is considered significant in realizing the company goals. Thus, the company continues to explore and identify various factors that are able to improve employee performance. Good employee performance will affect the sustainability of the company in the long term. This research will present a critical review of various factors that are able to predict the performance of employees of a company. Finally, this study will propose a model of the relationship between work motivation, work discipline, and job satisfaction with employee performance in a company.

Keywords: work motivation, work discipline, job satisfaction, employee performance, company

1. Introduction

The COVID-19 pandemic that has hit the world is able to change all aspects of human life, from how to work, how to communicate, and even how to keep the work environment in good condition. This is solely so that the employee's performance persists even in any condition [1-4]. To anticipate this, all management needs to have the right strategy so that employee performance is maintained.

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The journey of bureaucratic reform in Indonesia has entered the third phase or final phase of the bureaucratic reform map, as included in Presidential Regulation Number 18 of 2010 concerning the Grand Design of National Bureaucratic Reform.

This phase will determine the success of the roadmap of change to deliver the Indonesian nation to a fair, affluent, and prosperous country, with the establishment of a world-class bureaucracy, namely a good and clean bureaucracy.

This bureaucratic reform roadmap prioritizes four main principles, that are focus, priority, implementation, and collaboration. These four principles are the main pillars to ensure that the management of bureaucratic reform is carried out in an accountable and measurable manner.

The success of a successful bureaucratic reform has several global indicators, namely the ease of doing business index, the corruption perception index, the government effectiveness index, and the trust meter. These indicators will shape organizational commitment.

To realize organizational commitment requires the existence of a situation that shows the level of success or achievement of a goal as measured by quality, quantity, and time, as previously planned. To ensure the implementation of these goals, it is necessary to have a work culture for the ranks of the state apparatus, so that they can change their mindset (mindset), in turn, are able to provide the best service to the community [5].

According to Triguno [6], work culture has long been known, but it has not been realized that successful work is rooted in the values and behaviors that become habits. The values that have become habits are called culture. Because the culture is associated with the quality of work, it is called Work Culture. Employees who have a good work culture means that the employee has an organizational commitment to build human resources. To achieve a good level of work effectiveness, a work culture needs to be sought in an organization.

According to Nurrahmi et al [7], Motivation will provide encouragement to employees to excel and be able to work in accordance with what the organization wants. Employees who have high motivation and loyalty will produce high organizational commitment.

According to Ellys and Ie et al [8], satisfaction is a psychological aspect that employees feel, how to perceive something in work. The results of the work if you get it from the leader will lead to satisfaction.

As one of the organizations of the House of Representatives of the Republic of Indonesia, it is required to be able to prove reliable performance. At the age of 76, the DPR RI demands itself to continue to fight for the interests of the state and the people,

through the formation of laws that can meet the needs of national law, budget policies that can improve the quality of people's lives, and carry out supervision that can improve the performance of development implementation. national affairs, as well as carrying out diplomatic policies.

Since its inception on August 29, 1945, the DPR has now undergone eighteen leadership changes. Every time there is a change of leadership there are also ideas and hopes for reforming this institution.

As leadership changes, the DPR's performance remains in the spotlight. According to a survey on the level of public trust in the DPR released by the Populi Center, it illustrates that all the functions carried out by the DPR have not received good reviews from respondents.

The results of previous studies related to the performance of Hartawan et al [9], work culture [5,7], work motivation and job satisfaction [8].

2. Literature Review

Triguno [6] defines work culture as a philosophy based on a view of life as values that become traits, habits, and driving forces, entrenched in the life of a community group or organization, then reflected from attitudes into behaviors, beliefs, ideals, opinions, and actions that manifest as "work or work". Nawawi in Mafra [11] also explained that the definition of work culture is a habit that is carried out repeatedly by employees in an organization, there is no firm sanction against this habit, but the organizational actors have morally agreed that these habits are habits that must be adhered to in the context of carrying out work to achieve goals. destination

Achieving the success of an organization's goals cannot be separated from the performance of its employees, from observations it can be seen that there are still employees who come on time, an indication that it is still necessary to study employee motivation in the Prosperous Justice Party Fraction of the DPR RI, because improper motivation can reduce employee performance, there are still incomplete work completions, due to the ineffectiveness of the employee's work.

The ability of employees who have work motivation will be able to complete their work well according to the target and time set in the work program, this happens because these employees can concentrate on devoting all their abilities in carrying out all work tasks that are their responsibility.

Siagian [12] argues that motivation is the driving force that causes a member of the organization to be willing and willing to mobilize the ability to form expertise and skills,

energy and time to carry out various activities that fulfill their obligations in the context of achieving the goals and objectives of the organization that have been previously determined to be their responsibility.

According to Sutrisno [13], organiational commitment is often defined as (1) a strong desire to belong to a group, (2) a high willingness to work for the organization, and (3) a certain belief in and acceptance of the values and goals of the organization. Whereas Wibowo [14] states that commitment is an attitude that reflects employee loyalty to the organization and is an ongoing process through which organizational participants express their concern for the organization and its continued success and well-being.

3. Methodology

This research process begins with identifying problems where the time of this research begins in April 2022. The author chooses the object of research in the Prosperous Justice Party Faction of the DPR RI, whose address is Nusantara I Building, DPR RI, 3rd Floor. Jl. General Gatot Subroto, Senayan – Jakarta.

The research design used by the author is a causal research method. According to Sugiyono [15], causal research is research that aims to find out about causal relationships in the presence of independent variables (independent variables) and dependent variables (bound variables). This study is intended to determine the influence of work culture, work motivation, and job satisfaction on employee work commitment.

In this study, the ordinal measurement method uses a Likert scale which is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena [16]. The reason the author uses a Likert scale in this study is to make it easier for respondents to answer every question presented on the research questionnaire and also easier to manage data from the results of respondents' answers.

According to Sugiyono [15], the population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions, while Waleed et al [16], explains that the population is a combination of all elements in the form of events, things or people who have similar characteristics that become the center of attention of a researcher because it is seen as a research universe. Based on the research location that has been determined, the population that is used as the object of the research is the 100 employees of the Prosperous Justice Party Faction of the DPR RI.

The sample is part of the number and characteristics possessed by the population, for that samples taken from the population must be truly representative or representative.

The size or size of this sample is very dependent on the level of accuracy or error desired by the researcher. The population in this study was 100 people, all of whom would be the subject or sample in this study. *Saturated Sampling is* a sampling technique in which all members of the population are used as samples [15].

4. Findings and Discussion

The cultural perspective in the organizational environment is a set of frameworks that guide people to behave and behave appropriately for the success of the organization. Organizational culture provides direction and strengthens standards of behavior to control organizational actors to carry out their duties and responsibilities effectively and efficiently to achieve organizational goals and objectives. The implication regarding the acceleration of improving the quality of performance in organizations requires a strong commitment, creativity, innovation, and breakthroughs in implementing policies within the organization. The relationship between culture and organizational work commitment is seen as an organizational success due to the combination of values and beliefs, rules and practices, and the relationship between the two.

Previous research on the influence of work culture on employee work commitment by Hartawan et al [9]; produces a work culture that has a positive and significant effect on employee work commitment. Then the research of Ellys Elly and Mei Ie [8], shows that job satisfaction has a positive effect on organizational commitment and organizational culture has a positive effect on organizational commitment.

Motivation is one of the factors that can support work effectiveness because motivation is a person's internal state that activates and directs his behavior to certain targets. The existence of work motivation contained in employees accompanied by good work discipline are two aspects that are highly expected by the agency. Work commitment in the organization will not be able to increase without high work motivation to do work optimally without pressure and coercion from others which is balanced by high discipline.

Previous research on the effect of work motivation on employee work commitment by Choiriyah et al [18]; which results indicates that work motivation has a significant effect on employee work commitment. There is also research conducted by Golan Hasan [19], the conclusion of this study shows that there is a significant influence between work motivation, job satisfaction results, and the non-significant influence of work characteristics, leadership, and fairness of an organization on organizational commitment.

Waleed et al [17] formulated job satisfaction as a person's emotional state that is positive or pleasant resulting from the assessment of a job or work experience. Job satisfaction reflects a person's feelings towards his job. This can be seen in the positive attitude of employees towards work and everything they face in their work environment. Each employee has a different level of satisfaction according to the values that apply to him. The more aspects of work that are in accordance with the wishes and aspects of the individual's self, the higher the level of job satisfaction tends to be.

The results of previous research on the effect of job satisfaction on employee work commitment by Akbar et al [20] which produces job satisfaction has a positive and significant effect on employee work commitment. We can also see the results of research conducted by Hasrudy Tanjung [21], The results show that partially work involvement affects organizational commitment, partially job satisfaction affects organizational commitment, and simultaneously work engagement and job satisfaction affect organizational commitment.

Employee work commitment is a result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Things that support the employee's work commitment are work culture, motivation, and job satisfaction.

5. Conclusion

The journey of bureaucratic reform in Indonesia has entered the third or final phase of the bureaucratic reform map, as included in Presidential Regulation Number 18 of 2010 concerning the Grand Design of National Bureaucratic Reform.

This phase will determine the success of the roadmap of change to deliver the Indonesian nation to a just and prosperous and prosperous country, with the establishment of a world-class bureaucracy, namely a good and clean bureaucracy.

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To realize this requires the existence of a situation that shows the level of success or achievement of a goal as measured by quality, quantity, and time, as previously planned.

To ensure the implementation of these objectives, it is necessary to have a work culture for the ranks of the state apparatus, so that they can change their mindset (mindset), in turn, are able to provide the best service to the community.

Work culture has long been known, but it has not been realized that successful work is rooted in the values and behaviors that become habits. The values that have become habits are called culture. Because the culture is associated with the quality of work, it is called Work Culture.

Work culture is an organizational commitment to build human resources, work processes, and better work results. To achieve a good level of work effectiveness, a work culture needs to be sought in an organization.

As one of the organizations of the House of Representatives of the Republic of Indonesia, it is required to be able to prove reliable performance. At the age of 76, the DPR RI demands itself to continue to fight for the interests of the state and the people, through the formation of laws that can meet the needs of national law, budget policies that can improve the quality of people's lives, and carry out supervision that can improve the performance of development implementation. national affairs, as well as carrying out diplomatic policies.

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