

Influence Of Organizational Culture, *Locus Of Control*, And Work Valueon The Performance Of Lecturers Of The Faculty Of Economics and Business Pancasakti University Tegal

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ABSTRACT

The Influence of Organizational Culture, *Locus of Control* and Work Values on the Performance of Lecturers of the Faculty of Economics and Business, Pancasakti University, Tegal. The research objectives are: 1) Analyzing the influence of Organizational Culture on the performance of the lecturers of the Faculty of Economics and Business, University of Pancasakti Tegal 2) Analyzing the influence of *locus of control* on the performance of the lecturers of the Faculty of Economics and Business, Universitas Pancasakti Tegal 3) Analyzing the effect of work values on the performance of the lecturers of the Faculty of Economics and Business. Pancasakti University, Tegal. 4) Analyzing the influence of Organizational Culture, *Locus of control* and Work Values together on the performance of the lecturers of the Faculty of Economics and Business, Pancasakti University, Tegal. The following results are obtained: 1) There is a strong and positive influence between organizational culture on performance. 2) There is a strong and positive influence between *locus of control* on performance. 3) There is a strong and positive influence between work values on performance 4) There is a very strong influence between organizational culture, *locus of control*, and work values together on lecturer performance.

Keywords: Organizational Culture, *Locus Of Control*, Work Values, And Employee Performance

INTRODUCTION

Background problem. Education is the most important factor in life humans, because with human education will have an effect to social dynamics the culture of the people. In line with that, education will continue to develop according to cultural development. Thus, it is clear that education is something very important and absolute for mankind, so that education is not the only just the *transfer of knowledge*, but education has a purpose to create a person who has a positive attitude and personality.

One of the most important factors that must be optimized and the organization pays attention to its development in achieving its goals is the source factor human resources (HR), because human existence is an important resource if compared to other factors in the

organization such as capital and materials, then Humans are the most important of these factors. As high and complete as anything technology used in the organization, if without humans operating it will be in vain the technology.

Higher education is an organization engaged in the field of education that depends on the quality of human resource performance because universities are or a place to spark and give birth to the quality of students who have potential in society or social life, and in this case the lecturer has an important role in a College. Lecturers are an important parameter in the institutional control process higher education because of its very central position, placing lecturers as sources of the main power of the key holder of the operational duties and responsibilities of the university. With professional abilities and close relationships with students and colleagues, lecturers are very determine the development of institutions, affect the intellectual and social environment of life campus. Therefore, all efforts are made with the aim of improving performance lecturers as lecturers in tertiary institutions comprehensively need to be done so that its functions and roles can be carried out optimally for organizational goals.

As time progresses, educational competition will change towards more advanced and modern in accordance with cultural developments. Therefore, the role of the university it is very important to spark the nation's children who are intelligent and useful and must provide the right human resources. Every organization has organizational culture which is diverse. Culture is a complex whole that encompasses knowledge, beliefs, arts, morals, laws, customs, and other abilities and habits that learned by humans as members of society. Therefore, culture has a significant role very important to the attitudes and patterns of human behavior.

Culture has an important role in the attitudes and behavior patterns of each individual examples of eastern culture with western culture are very different from these differences appear different characters. These cultural differences will affect the conditions between organizations. These conditions or situations can arise at any time and psychological character consisting of: motivation, personality and *locus of control*. With Using the concept of *locus of control*, worker behavior at work can be explained when a lecturer feels the results of the work done as a result of internal control or external.

The results of good or bad work can be seen from the attitudes and behavior of individuals in their work, and all of that has to do with *the value of an individual's*

work in completing a problems that are being faced. By paying attention to each employee's work results or values in the work organization is very necessary. Knowledge of the pattern of employee *work values* in a work organization when known will help the smooth process of task execution work in the work organization. So that employee effectiveness in the work organization can be realized properly and maximally. Individual *work value* every good and maximal will indirectly affect *the* individual's performance alone.

The performance of a lecturer is very important to note because it indirectly performance is a reflection of the attitudes and behavior patterns of each individual. Individuals who have a commitment, discipline in work must have a good performance, otherwise individual those who do not have a commitment to work or discipline in their work, their performance is certainly very bad. Performance is the result of work achieved by a person in accordance with standards work for a certain period.

LITERATURE REVIEW

Definition of Performance

According to Whitmore, performance is an act, an achievement, or what demonstrated by someone through real skills.

The definition of performance (work achievement) is the result of work in quality and quantity achieved by an officer in performing his duties in accordance with the responsibility it gives (Mangkunegara, 2009: 67).

Organizational Culture

Definition of culture in a broad sense which includes culture and civilization according to Edward Burnett Tylor (1832-1917:2): culture as a unity between knowledge, beliefs, arts, morals, laws, customs, etc., which obtained as a member or part of society.

Organizational culture is a style and way of life of an organization that is a reflection of the values or beliefs that have been held by all members of the organization. Organizational culture is a pattern of beliefs, values, rituals, myths of the members of an organization, which influence the behavior of all individuals and groups within organizations (Harrison & Stokes, 1992:1)

Locus Of Control

In the opinion of Rotter (1966) explains that locus of control is the degree to which a person expects that the reinforcement or outcome of their behavior depends on their own judgment or personal characteristics (in Allen, 2003:293). Gibson, Ivancevich, and Donnelly (1995:161) say that locus of control is a personality characteristic that describes people who perceive that control over their lives comes within themselves as internalizers. People who believe that their lives are controlled by external factors are called externalizers.

According to Lefcourt (in Smet, 1994: 181), *locus of control* refers to the degree to which an individual perceives events in his life as a consequence of his actions, thus controllable (internal control), or as something unrelated to his behavior so that outside personal control (external control).

Work Value

Value is a broad preference regarding appropriate actions or outcomes (Schemerhorn et, al., 2005). It is the belief system inherent in a person that drives one's actions and behavior.

Work values reflect people's attitudes towards work in general. It is a reflection of people's attitudes towards various aspects of work such as preferences for activity and engagement, attitudes towards monetary and non-monetary rewards and the desire for increased career mobility. Work values are very important because they affect various organizational behaviors and outcomes such as performance, satisfaction, and job behavior. (Nasurdin & Sohod, 1996)

Previous Research Studies

1. Sito & Fauzan (1999), Work values and organizational commitment in the context of Indonesian workers. Using analysis tools: Multiple regression analysis, partial correlation, simple linear regression.
2. Arenawati (2010), The influence of work values, communication skills, and complaint handling on community satisfaction in Serang Hospital services. Using analysis tools: frequency distribution, product moment correlation, partial correlation, multiple correlation, simple linear regression, and multiple regression
3. Hesthi (2014), The effect of *locus of control* and work environment on teacher performance at SMKN 4 Klaten with job satisfaction as an intervention.

4. Henis, et al (2016), The effect of *locus of control* on job satisfaction and employee performance of PDAM Malang City.
5. Endang, et al (2016), The influence of organizational culture, *locus of control* and work stress on the performance of local government officials in Bengkalis Regency and job satisfaction as an Intervening variable.

Formulation of Hypotheses

The formulation of the hypothesis in this study are: (1) There is a cultural influence organization on the performance of the Faculty of Economics and Business University Pancasakti Tegal, (2) There is an influence of *locus of control* on lecturer performance Faculty of Economics and Business, Pancasakti University, Tegal, (3) There is an influence work value on the performance of lecturers of the Faculty of Economics and Business University Pancasakti Tegal, and (4) There is the influence of Organizational Culture, *Locus Of Control*, and Work Values simultaneously on the Performance of Lecturers of the Faculty of Economics and Business Pancasakti University, Tegal.

RESEARCH METHODS

Method Selection

The method used in this research is quantitative method. Quantitative methods can be defined as research methods based on philosophy positivism, used to research on a particular population or sample, data collection using research instruments, data analysis is quantitative/statistical with the aim of test the hypothesis that has been applied (Sugiyono, 2017: 36).

Research Sites

The research was conducted on all permanent lecturers who teach at the Faculty of Economics and Finance Pancasakti University Business, Tegal. This research was conducted in 2018.

Population and Sample

Population

The population in this study were all permanent lecturers who teach at the Faculty of Economics and Business, Pancasakti University, Tegal. Which amounted to 32 lecturers.

Sample

According to (Arikunto, 2013:174), the sample is part of the population that be the target of research. The Faculty of Economics and Business consists of 3 majors, namely Management, Accounting, and Taxation. Lecturer who teaches in the Department Management as many as 15 lecturers, Department of Accounting as many as 11 lecturers, Department of Taxation as many as 6 lecturers. Based on these data, the technique of taking The sample used in this study is *saturated sampling*, where all population members were used as samples, namely as many as 32 permanent lecturers who teach at the Faculty of Economics and Business, Pancasakti University, Tegal.

Data Collection Techniques

The data collection technique used in this research is a questionnaire data collection technique. A questionnaire is a collection of written questions that are formulated and shown to respondents to record their answers, usually with rather limited alternatives. In this study the questionnaires were distributed directly, and not through electronic media or the internet. In preparing the questionnaire, a Likert scale will be used, namely (Sugiyono, 2010:132- 133)

1. Strongly agree (SS) given a score of 5
2. Agree (S) is given a score of 4
3. Disagree (KS) is given a score of 3
4. Disagree (TS) is given a score of 2
5. Strongly disagree (STS) is given a score of 1

Testing Research Instruments

In any research, the problem of using measuring instruments needs to be researched so that the results obtained are real and can reflect the real situation of the problem to be investigated. Scientific measuring instruments must be valid and reliable (valid and reliable).

Validity Test

The accuracy and precision of a measuring instrument is said to have high validity if the measuring instrument is able to carry out its measuring function, or gives results measurement that is suitable for the purpose of the measurement. Frequently used method To provide an assessment of the validity of the questionnaire is the product moment correlation (*moment product, pearson correlation*) between the score of each question item and the total score, so it is called the internal item total correlation.

Reliability Test

A reliable instrument is not necessarily valid, while a valid instrument is generally must be reliable. Thus, instrument reliability testing must be carried out because, is a requirement for validity testing. In this regard, then this study measures the reliability of the data with the reliability of internal consistency. In research this formula is used to find the reliability of the instrument.

Data Analysis

Spearman Rank Correlation Analysis

Spearman rank correlation is used to find the relationship or to test the significance associative hypothesis if each of the variables connected is ordinal, and data sources between variables do not have to be the same (Sugiyono, 2017: 386).

Multiple Correlation Analysis (R)

Multiple correlation is used in this study, namely to find out how big is the double correlation coefficient between market orientation, marketing strategy, and marketing competence on the volume of salted fish sales. Formula used is (Sudjana, 2015: 385)

Multiple Correlation Coefficient Significance Test

That is to obtain conclusions from whether or not there is a relationship between market orientation variables, marketing strategy, marketing competence together with the sales volume of salted fish in Jongor Tegalsari UKM, Tegal City.

RESULTS AND DISCUSSION

Research Results

Respondents in this study who were used as samples were permanent lecturers who taught at the Faculty of Economics and Business, Pancasakti University, Tegal, as many as 32 permanent lecturers conducted research. In detail, respondents can be grouped into various genders, status respondent's ownership, and respondent's age.

Respondent Profile

From the results of processing the questionnaire obtained the profile of the respondents who became this research.

Gender of Respondent

To find out the identity of the respondent, in this study it will be explained

about gender of respondents taken from a sample of 50 salted fish entrepreneurs as follows :

Table 1
Respondent Gender

No	Gender	Quantity	Percentage
1	Male	15	47%
2	Female	17	53%
Total		32	100%

Source : data processed, 2018

From the table above, it can be seen that the respondents were 32 lecturers, consisting of 15 lecturers or 47% of 50 people are male and 17 people or 53% are woman.

Status of Respondent Lecturer

Based on the questionnaires that have been distributed to 32 respondents, obtained from the data ownership of the respondent's place of business as shown in table 3 as follows:

Table 2
Respondent Lecturer Status

No	Lecturer Status	Amount	Percentage
1	Permanent	32	100%
2	Not fixed	0	0%
Total		32	100%

Source : data processed, 2018

Respondents in this study were dominated as permanent lecturers as many as 32 lecturers or 100% and lecturers who have non-permanent status are 0 people or 0%.

Respondent's Last Education

Based on the questionnaire that has been distributed to 32 faculty lecturers Economics and Business, University of Pancasakti, Tegal, obtained educational data the last one can be seen in table 4 as follows:

Table 3

Respondent Last Education

No	Last Education Lecturer	Amount	Percentage
1	S2	28	88%
2	S3	4	12%
Total		32	100%

Source : data processed, 2018

From the table above, it can be seen that the last education of S2 lecturers as many as 28 lecturers or 88% and doctoral lecturers as many as 4 lecturers or 12%.

Validity And Reliability

Validity

Results of Testing the Validity of Organizational Culture Variables, *locus of control*, work values, and Employee performance can be seen that all the statement items and employee performance used in this research is feasible to be used in research and is declared valid.

Rehabilitation

Employee Performance Variables

Table 4
Employee Performance Variable Reliability Results
Reliability Statistics

Cronbach's Alpha	N of Items
.767	11

From the results of the calculation of the reliability of the Employee Performance variable, it is known that the value of *alpha conbrach* 0.767. Because the *alpha conbrach* value is $0.767 > 0.6$ then the items of the market orientation variable questionnaire are stated to be reliable and can be used for research.

Organizational Culture Variable

Table 5
Results of Reliability of Organizational Culture Variables
Reliability Statistics

From the	Cronbach's Alpha	N of Items	results of
	.753	11	

the calculation of the reliability of the Organizational Culture variable, it is known that *alpha conbrach* value 0.753. Because the *alpha conbrach* value is $0.753 > 0.6$ then item variable questionnaire variable Organizational Culture is declared reliable and can be used for research.

Variabel Locus Of Control

Table 6
Locus of control variable reliability results

Cronbach's Alpha	N of Items
.761	11

From the results of the calculation of the reliability of the locus of control variable, it is known that the value of *alpha conbrach* 0.761. Because the *alpha conbrach* value is $0.761 > 0.6$ then item variable questionnaire variable locus of control is declared reliable and can be used for research.

Reliability Statistics

Table 8
Work Value Variable Reliability Results

Cronbach's Alpha	N of Items
.751	11

From the results of the calculation of the reliability of the work value variable, it is known that the value of *alphaconbrach* 0.751 . Because the *alpha conbrach* value is $0.751 > 0.6$ then itemthe work value questionnaire variable is stated to be reliable and can be used to study.

CONCLUSIONS AND SUGGESTIONS

Conclusion

From the results of data analysis and discussion in the previous chapter, it can be concluded as follows:

1. There is a strong, positive and significant influence of organizational culture on performance of lecturers from the Faculty of Economics and Business, Pancasakti University, Tegal. This is evidenced by the acquisition of the cultural *Spearman rank* correlation value organization on the performance of the

Faculty of Economics and Business University lecturersPancasakti Tegal is 0.653.

2. There is a strong, positive and significant influence of *locus of control* on performance of lecturers from the Faculty of Economics and Business, Pancasakti University, Tegal. Thing this is evidenced by the obtained **rank Spearman** *locus of correlation value control* over the performance of the Faculty of Economics and Business University lecturersPancasakti Tegal is 0.701.
3. There is a strong, positive and significant effect of work value on performancelecturer at the Faculty of Economics and Business, Pancasakti University, Tegal. That matterevidenced by the obtaining of **rank spearman** correlation value of work value cultureon the performance of the lecturers of the Faculty of Economics and Business, Pancasakti University, Tegalof 0.841.
4. There is a very strong, positive and significant influence betweenculturesorganization, *locus of control*, value of work together (simultaneously)on the performance of the lecturers of the Faculty of Economics and Business, Pancasakti UniversityTegal. This is evidenced by the acquisition of multiple correlation valuesobtained an R value of 0.955.

SUGGESTIONS

Based on the results of these conclusions, the suggestions that researchers can give are as follows:

1. LecturersoftheFacultyofEconomicsandBusiness,PancasaktiUniversity,Tegalnee dmake improvements and enhancements to organizational culture, especially if it occurscultural clashes, or conflicts from internal and externalso that it can further improve the performance of lecturers.
2. LecturersoftheFacultyofEconomicsandBusiness,PancasaktiUniversity,Tegalmu stbeabletorealize the role and function as a teacher and educator so thatHis attitude, enthusiasm and personality can be an example for his students.
3. LecturersoftheFacultyofEconomicsandBusiness,PancasaktiUniversity,Tegalnee dunderstand and increase the value of work, because the value of work can affectvarious organizational behaviors and outcomes such as performance, satisfaction, and behaviorprofession.

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