



## PERFORMANCE OF INDONESIAN HIGHER EDUCATION UNDER THE INFLUENCE OF ORGANIZATIONAL CULTURE AND LECTURER PERFORMANCE

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### Abstract

Study this aim to know the influence of human relations, environment, physical work, and organizational culture on the work ethic at the Injection PT. Yasunli Eternal Main Plastic. The type of study used is quantitative. They are using observation data collection techniques, questionnaires, and literature study. Method taking sample use probability sampling, which manifold simple random sampling and sampling conducted on 150 employees of the Injection PT. Yasunli Eternal Main Plastic. To determine the number of samples, use the formula slovin. Method analysis used is test validity, test reliability, classical assumption test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, and hypothesis testing, T-test. From the research results, the variables of Relations, Physical Work Environment, and Organizational Culture partially have a positive and significant effect on the work ethic variable.

**Keywords:** Human Relations, Environment Work, Culture Organization, Ethos Work

**JEL Classification:** L20, L25, M12

## 1. INTRODUCTION

Source power man Becomes the wrong source of power important in management (Kanter, 2017). In an organization, because humans are the central key organization, humans are needed to move and realize the vision and mission of an organization. The role of human resources in an organization is significant because resources cannot replace its role. It is only natural that human resources have a high work ethic to produce results that are good and could reach the organization's destination (Siregar, 2021). Work ethic in the Injection PT. Yasunli Abadi Utama Plastic is low. As for the factors that influence Work ethic, Human relationships between employees are less than optimal, such as communication and support between employees needing a safe

and comfortable physical work environment and culture. The running organization has several discrepancies, such as employee discipline, which is low.

Work ethic is an individual's character and personality, way of life, way of expressing, viewing, and judging, a person's habits, motivations or moral goals, and how to act regarding the work to achieve good work results optimally (Octavia, 2020). Work ethic is doing work or activities more enthusiastically and actively to produce better results (Sidik, 2022). Human Relations is the excellent connection between employees, fellow employees, and employees with their superiors in an organization (Ferdiansyah & Sos, 2021). Relationships between Human relations (human

relations) are harmonious and created because of the willingness and awareness to achieve common interests, which can produce high integrity, and substantially encourage productive cooperation and creativity (Sutrisno, 2019).

The physical work environment is a condition of the workplace in the form of a physical effect on employees directly or indirectly, significantly or not accurately (Feby Milanie, 2017). According to Desmond (2016), a Physical work environment consists of equipment, machines, the office used, and the office layout that affects the environment work physique, as well as conditions of work physique which just worked on.

Organizational culture is the personality of an organization (Hadijaya, 2020). Organizational culture is an attitude based on the value that has become a trait, strength, or habit entrenched in organizational life, which is formed based on behavior, and trust, which come true as work (Chairiwaty, 2015; Siregar, 2022).

This study aimed to determine the effect of Human Relations, Physical Work Environment, and Organizational Culture on Work Ethic in Injection PT. Yasunli Eternal Main Plastic.

## 2. LITERATURE REVIEW AND HYPOTHESES

### 2.1. LITERATURE REVIEW

According to Mutiarasari and Mulyaningrum (2022), work ethic is a set of basic attitudes or views employees hold to assess work as a positive thing for improvement. Quality of life will affect work behavior in an organization. Employees with a good work ethic will show attitude, character, and self-confidence in carrying out a job by acting and working optimally. Besides that, several elements can measure the extent to which work ethics affects an employee's performance, namely hard work, discipline, honesty, and responsibility. Work ethic is doing work or activities with more enthusiasm and activity to produce results and better work

(Darmawan, 2020). There are six indicators of work ethic: work is trust; work is calling; work is grace; work is worship; work is actualization; work is an honor; work is service and art.

Human relations are good relations between employees and fellow employees and an employee with her boss in an organization (Simatupang & Chandra, 2021). There are four indicators of human relations: relationship with colleagues, connection with superiors, connection with the client, and relationship with the public.

According to Soejarminto and Hidayat (2022), Work Environment is when employees can carry out their activities properly, so optimal results are achieved if supported by an appropriate working environment condition (Wokas et al., 2022). Environment work physique is workplace conditions in the form of the physique which affect employees directly or indirectly directly, naturally or not authentic (Pratama, 2019). There are four indicators of the environment: lighting; temperature; humidity, and noise

Culture is a configuration of learned behavior and the results of behavior whose elements are shared and transmitted by community members (Clara & Wardani, 2020). According to Setiyawan (2020), concerning organizations, culture is a set of values, beliefs, and an understanding of the importance of being shared by its members. Culture provides patterns of how to think, feel and respond, which guide the organization's decision-making and other organizational activities. Successful organizations have strong cultures that attract, retain, and reward people who successfully carry out their roles and achieve goals. Cultural organization is the attitude based on the values that have become a trait, a strength, and a habit cultured in the life organization formed based on behavior, the trust which comes true as work (Widodo, 2020). There are four indicators of culture organization: culture discipline, openness, the culture of each other, values, and culture work same.

### 2.2. HYPOTHESES

- H1: Human Relationships' significant effect on Ethos Work
- H2: Environment Work Physique by significant take effect to ethos Work
- H3: Culture Organization by significant take effect to ethos Work

**3. RESEARCH METHODS**

In this research, the researcher uses the quantitative method. The population is the employee who works in PT Yasuli, and there are 150 workers. The technique of taking the sample using the formula of slovin, so there are 109 samples in this research. Research on the Injection of PT. Yasunli Abadi Utama Plastic is done utilizing observation and distributing questionnaires to obtain research data. Questionnaires were distributed to 109 employees.

Method analysis used is test validity, test reliability, classical assumption test, normality test, multicollinearity test, heteroscedasticity test, multiple linearothesis testing T-test there are four variables consisting of Human Relations, Environment Work Physical, and Culture Organization as variable free and Work ethic as the dependent variable. This research aims to determine the influence of Human Relations, Physical Work Environment, and Organizational Culture on Ethos Work on part Injection PT. Yasunli Eternal Main Plastic.

**4. RESULTS AND DISCUSSION**

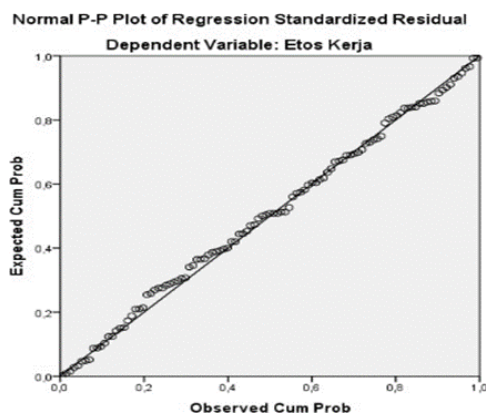
**4.1. RESULT**

Score r table each variable > r count then can declare the whole valid variable:

**Table 1.** Results Test Reliability

Variable	Alpha	Alpha r	Information
Human Relations (X1)	0.712	0.60	Reliable
Environment Work Physique (X2)	0.607	0.60	Reliable
Culture Organization (X3)	0.733	0.60	Reliable
Work Ethic (Y)	0.785	0.60	Reliable

Based on results output on, is known that point spread follow direction line diagonal, so could concluded model regression distribute normal.



**Picture 1.** Normal Probability

Based on the results output, point spread follows the direction line diagonal, so model regression distribution usually could be concluded.

Based on the results outputs, seen dot, dot, dot spread by random and no shape model certain, Thing this means no happened. So equality regression on test regression is :

$$Y = 1,159 + 0.456X1 + 0.243X2 + 0.282X3$$

From equality, this can is known through some analyses that are:

The constant (a) of 1.159 means if the independent variable Human Relations (X1), Physical Work Environment (X2), and Organizational Culture (X3) are constant, then variable bound ethos work (Y) is worth as big as 1,159.

Human Relations (X1) has a coefficient value of 0.456. This indicates that the Human Relations variable coefficient (X1) positively values work ethic (Y). It means the tall score Human Relations, so the tall score ethos work.

Physical Work Environment (X2) has a coefficient value of 0.243. This matter indicates that the coefficient of the Physical Work environment variable (X2) positively affects Work Ethic (Y), which means the higher the

value of the Work Environment Physique, the more tall score ethos work.

Organizational Culture (X3) has a value of 0.282. This indicates that the Organizational Culture variable coefficient (X3) positively influences Ethos Work (Y), which means the higher the value of Organizational Culture, the higher score for ethos Work.

$$\begin{aligned} \text{Score } t \text{ table on level } &= 5\% \text{ or } 0.05 \text{ so:} \\ T \text{ table} &= t(\alpha / 2; n - k - 1) \\ &= t(0.05 / 2; 109 - 3 - 1) \end{aligned}$$

**Table 4.** Results Test Analysis Regression and T-test

1	(Constant)	1,159	3,615		,749
	Human Relations	,456	,086	,436	,000
	Environment Work Physique	,243	,085	,211	,005
	Culture Organization	,282	,095	,247	,004

So equality regression on test regression is:  
 $Y = 1,159 + 0.456X1 + 0.243X2 + 0.282X3$

From equality, this can is known some analyses that are:

The constant (a) of 1.159 means if the independent variable Human Relations (X1), Physical Work Environment (X2), and Organizational Culture (X3) are constant, then variable bound ethos work (Y) is worth as big as 1,159.

Human Relations (X1) has a coefficient value of 0.456. This indicates that the Human Relations variable coefficient (X1) positively values work ethic (Y). It means the tall score Human Relations, so the tall score ethos work.

Physical Work Environment (X2) has a coefficient value of 0.243. This matter indicates that the coefficient of the Physical Work environment variable (X2) positively affects Work Ethic (Y). This means the higher the value of the Work. Environment Physique so the more tall score ethos work.

Organizational Culture (X3) has a value of 0.282. This indicates that the Organizational Culture variable coefficient (X3) positively influences Work Ethics (Y), which means the

higher the value of Organizational Culture, the higher the ethos Work score.

$$\begin{aligned} \text{Score } t \text{ table on level } &= 5\% \text{ or } 0.05 \text{ so:} \\ T \text{ table} &= t(\alpha / 2; n - k - 1) \\ &= t(0.05 / 2; 109 - 3 - 1) \\ &= 0.025: 105 \end{aligned}$$

So t table is as big as = 1,982

Based on the t-test partial can conclude that:

The Human Relations variable (X1) obtained a t-count of 5.278, which is more excellent than the t-the table of 1,982 with a significant level of 0.000 smaller than 0.05. Then H0 is rejected, and H1 is accepted, which means that Human relations (X1) influence variable ethos Work (Y).

Physical Work Environment Variable (X2) obtained a t-count of 2.860, more excellent than the t-table, is 1.982 with a significant level of 0.005, which is smaller than 0.05. Then H0 rejected, and H2 accepted, which means that the Physical Work Environment (X2) influences Work Ethics work (Y).

Organizational Culture Variable (X3) obtained a t-count of 2,983 is more excellent than the t-table is 1.982, with a significant level

of 0.004, less than 0.05. Then H<sub>0</sub> is rejected, and H<sub>3</sub> is accepted, which means that Organizational Culture (X<sub>3</sub>) influences ethos Work (Y).

#### 4.2. Discussion

##### Influence Human Relations To Work Ethics

Based on the results of the research that has been done, it is stated that the Human Relations variable (X<sub>1</sub>) has a positive and significant effect on the Etos variable Work (Y) with a value t count of 5.278 is more excellent than t table that is 1.982 with significant level 0.000 smaller than 0.05. Then H<sub>0</sub> is rejected, and H<sub>1</sub> is accepted, which means that Human relations (X<sub>1</sub>) influence the work ethic variable (Y). It means the more tall human relations received employees, the more increased Work Ethics employee.

This research is supported by similar research by (Yuliani, 2017) with the title "The Influence of Human Relations and Physical Conditions of the Work Environment on Work Ethic," where the results study which has conducted state that variable Human Relations take to effect positive and significant to variable ethos Work.

##### Influence Environment Work Physique to Work Ethics

Based on the results of the research that has been done, it is stated that the Physical Work Environment variable (X<sub>2</sub>) has a positive and significant effect on Ethos Work (Y) with an acquisition score t-count as big as 2,860 bigger than t table that is 1.982 with a significant level of 0.005 which is smaller than 0.05. Then H<sub>0</sub> is rejected, and H<sub>2</sub> is accepted, which means that the Physical Work Environment (X<sub>2</sub>) influences Work ethic (Y). This means that the higher the physical work environment that employees receive so, the more increased ethos work employee

The results of this study are in line with research conducted by (Kaburito et al., 2020) titled "Influence Human relationships,

Environment Work Physique, and Communication on the work ethic of the Bulog Diver employees of North Sulawesi and Gorontalo," where the results of research that have been carried out state that the Environmental variable work physique takes to effect positive and significant to variable Work ethic employee.

##### Influence Culture Organization to ethos Work

The results of the research that have been carried out have obtained the results that the variable Culture Organization (X<sub>3</sub>) has a positive and significant effect on Work Ethic (Y) with a score t count as big as 2,983 bigger from t table that is 1,982 with level significantly 0.004 smaller than 0.05. Then H<sub>0</sub> is rejected, and H<sub>3</sub> is accepted, which means that Organizational Culture (X<sub>3</sub>) influences Work Ethic (Y). It means that the higher the Organizational Culture received by employees, the higher the ethos of Work.

The results of this study are in line with the results of research conducted by (Fahrudin, 2020) in his research entitled "The Influence of Organizational Behavior and Culture to ethos Work Teacher School First Country," where the results study stated that the Cultural variable organization by the partial effect to variable ethos Work teacher.

## 5. CONCLUSION

After doing the research and data processing, the researcher can conclude that Human Relations partially and significantly affect the work ethic of part Injections PT. Eternal Yasunli Main Plastic.

Physical Work Environment partially and significantly affects Work Ethic on part Injections PT. Eternal Yasunli Main Plastic. Organizational Culture partially and significantly influences the work ethic of part Injections PT. Eternal Yasunli Main Plastic.

Work culture can be empowered as an influential driving force in achieving goals following the organization's vision/mission.

Whereas in the world of Work, ethos means work spirit that comes from the heart to achieve the targets, goals, ideals, and plans of the organization in totality.

An optimal work ethic can produce the best business with quality work results. Work ethic can increase productivity and efficiency at

Work. This impact can be felt at the individual (employee) level to the company. Here is how to build and improve a strong work ethic: have a professional nature. This point may be addressed to superiors, who have a positive attitude despite being given negative comments. Appreciate and respect employee participation.

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