

The Influence of Organizational Culture to Employee in The Financial and Asset Management Agency

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Abstract

In supporting the progress and development of an organization, it is very necessary to be carried out seriously and continuously in all fields and all aspects of life. The availability of quality human resources and have a high work ethic is the main capital of an organization to be aligned with other organizations. Without the individuals of each individual to try to progress without the need to be forced, an organization does not mean anything. In the financial and Asset Management Agency Regions Ulu Ogan Ogan, it has not been implemented organizational culture so well that Akunta Sector Employee Morale nAnd reporting is not optimal. The problem faced is how the influence of organizational culture on employee morale in the field of accounting and reporting in the Regional Financial and Asset Management Agency of Ogan Komereng Ulu. The purpose of this study was to determine the influence of organizational culture on Morale Employees Sector Akunta n si and Reporting on Financial Management Board and Asset Ogan Ogan Ulu and useful as a reference for further research on organizational culture and Morale Employees Sector Akunta n si Dan Reporting. Hypothesis, positive effect on the organizational culture Employee Morale Affairs Akunta n si and Reporting on Financial Management Board and AssetOgan Komereng Ulu. Data collection and management using literature study and field studies using observation, questionnaires, interviews and documentation. From the results of the discussion obtained by the correlation between organizational culture in an effort to improve the Employee Morale in the Field of Accounting and Reporting at the Financial Management Agency and the Ogan Komereng Ulu Regional Assets obtained r value of 0.57. After consultation with conservative standards, it is located between 0,400-0,599 which is included in the medium relations. So that it can be said that there is a moderate influence between organizational culture on employee morale in the field of Accounting and Reporting at the Ogan Komereng Ulu Regional Financial and Asset Agency.

I. INTRODUCTION

The value system adopted and the customs inherent in an organization are called the culture of the organization. In other words, the culture will be reflected in the existing organizational structure. Basic values Organizational culture is the concept of trust, desired behavior, very important circumstances, guidelines for selecting or evaluating events and behaviors and sequence of relatively important. Supporting values indicate values which is asked explicitly by the founder of a new or small organization and by the top management team in a larger organization.

Values that are played, are values and norms that are actually shown or incorporated into employee behavior. The existence of work values displays a typology of work values that is based on norms of appreciation between organizations showing mental fundamentals about how rewards should be allocated.

Organizational culture has to do with how employees prepare the characteristics of an organization's culture, not whether they like the culture or not. Understanding organizational culture means being able to know and measure how employees view the organization.

Thus employees who understand and understand the culture of their organizations, will be able to know the characteristics and habits of the work environment in which they work. This condition will lead to work environment conditions and conditions that will be effective and encourage improvement in the Employee Morale in Accounting and Reporting Employees in the organization.

From the description and background and as long as the author conducted research at the Financial and Asset Management Agency of Ogan Komereng Ulu, it turns out that the organizational culture is not fully understood by the employees so that the Employee's Spirit of Accounting and Reporting Work Has not shown the expected results.

II. RELATED WORKS/LITERATURE REVIEW (OPTIONAL)

Management is a knowledge that is used to manage everything so that the goals and desires of a person or organization can be achieved properly, then with management everything that is carried out to achieve the goals can run as desired.

In its implementation, management is very influential and plays an important role in a business activity both in institutions and organizations, management as well as a measurement tool to achieve the goals expected by agencies, employees and the community.

Regarding the fundamental functions of management, it seems that almost all experts agree that there are basically four, namely planning, organizing, actuating and controlling. In general, organizations in Indonesia experience limitations in the field of resources, while on the other hand the objectives to be achieved must be done well. The management process itself is directed towards the efforts of members of the organization to increase its productivity through the effective and efficient utilization of available resources.

From the opinion of experts, it can be concluded that management is a series of activities in which business activities must have coordination to carry out planning, mobilization and will facilitate the realization of objectives, employees and the community. With management, the effectiveness and results of management elements will be enhanced.

Human resource management (HRM) must be a driver of change in management practices in the organization, because HRM has a strategic role in structuring the organizational structure, building organizational culture, developing staffing strategies, compiling training and development programs, developing employee evaluation systems and employee awards.

A large or small organization will succeed not solely determined by the natural resources available, but much is determined by the quality of human resources who play a role in planning, implementing and controlling the organization concerned.

One branch of management that specializes in paying attention to human resources is human resource management. Human resource management is often called staffing or personnel management and is part of management.

Tight competition among companies will increase the attention of human rights, this encourages the government to be able to intervene in regulating the use of human resources, to protect the interests of the company and the needs of employees so as not to be treated arbitrarily by company owners.

Thus, an understanding of matters relating to human resource management by all members of the community, especially by the leadership of the company is absolute and necessary in order to improve the standard of living of the community.

Human resource management is a field of management that specifically studies the relationship of human roles in corporate organizations. The element of human resource management which is the work of the company, thus the focus of studying human resource management is only related to the human workforce only.

Every activity needs to be organized, which means that the activity must be prepared, organized and allocated and carried out by the elements of the organization so that organizational goals can be achieved efficiently and effectively. This process includes the details of the work, division of work and coordination of work that occurs within a certain scope and structure.

Of the various important things that can be understood from the understanding of the organization is the need to divide the work among its members and then coordinate between various departments, work units, or different groups.

When we do an activity, the first thing to be clear is what the purpose of the activity is. Likewise we organize or create a body, so first of all what is our goal.

The goal is the things to be achieved or maintained in the form of material or non-material by doing one or more activities (activities). One of the role objectives for an agency is as a guide in which direction the organization will be taken and can determine the types of activities to be carried out.

Basic Organizational culture is the values and beliefs of an organization. Both also play an important role in influencing ethical behavior. Basic values Organizational culture itself is the concept of trust, desired behavior, very important circumstances, guidelines for selecting or evaluating events and behaviors and sequencing of the relatively important.

Supporting values indicate values that are asked explicitly by the founder of a new or small company and by the top management team in a larger company. Values that are played, are values and norms that are actually shown or incorporated into employee behavior.

According to the norm of equal rewards, rewards must be proportional to contributions. On the other hand, a legalitarian-oriented value system wants to give the same respect to every employee, regardless of basic beliefs about how power and authority should be shared and contributed. To identify the four types of elite, meritocratic, leadership and collegial value systems.

Each value system consists of a set of values that are inconsistent or understated by the value system itself. For example, the elite value system supports values related to team, participation, commitment or affiliation. By contrast, collegial value systems support values related to teamwork, participation, commitment and affiliation, but downplaying the values of authority, work performance, and equal rewards. Characteristics of organizational culture can be interpreted as the work habits of all the company's equipment both management and all levels of employees formed and standardized and accepted as a standard of work behavior and make all the above devices emotionally bound to the company.

In order to achieve a goal well in the implementation of activities, it must be supported by the ability and ability of each employee to carry out these activities. The ability that exists in every employee can be used as a benchmark of success to be achieved. In improving work morale, the nature of work and estimated workload must be considered, because the nature of work carried out by employees can be from various angles including the angle of work time, the angle of concentration, and the angle of personal risk.

Until now, Human Resources is highly prioritized in an organization, because the existence of human resources in the organization occupies an important position in its efforts to achieve the planned objectives. Therefore, organizations must realize that the effort to achieve success does not only depend on the abundance of human and technological resources, but also depends on the management of its human resources.

Employees are an integral part of a collection of factors of production and play an important role compared to other factors. Because of the importance of the workforce factor, organizations need to motivate their employees to be more enthusiastic in carrying out their duties. With high enthusiasm, the work will be completed more quickly in accordance with the desired goals.

Human Resources, in this case humans as the power to make an organization can be more developed. Therefore, in order for the organization to develop broadly all the desired endeavors and objectives by using the human resources that are currently available, the organization is not enough just to get employees who are considered the most appropriate for their position, but no less important if the leadership is continuously strive for the career development of these employees to occupy further positions.

For most employees the purpose of working is to get money so that they can fulfill their daily needs. At this time most people work is not only a m -finding money, but more inclined to think of her status can be further increased, with rising employment status will also increase the revenue earned. As we know, that human needs are not only limited to physical and biological needs, but also have psychological and social needs, and all these needs must be met.

With the fulfillment of employee needs, it will be able to spur the Employee's Employment in the Field of Accounting and Reporting concerned. Here the role of the leader is very important to be able to influence the behavior of his subordinates in carrying out activities in his organization. Every organization would really want all employees to work with full high morale. Because with high morale, there will be many benefits. Likewise, if employee morale is low, it will cause harm to the organization.

By seeing the morale of the Employees in Accounting and Reporting that low can lead to high absenteeism, the level of damage becomes high. Therefore, each organization will try to make its employees have a high mpral, so it is hoped that the morale will increase. The spirit of work is the embodiment of the attitude and reaction of a person or group of people to work that is their responsibility in an organization. Therefore it is necessary to realize high morale at every employee and this must be maintained so that the goals of an organization can be realized properly along with the development of the era.

III. METHODS

In forming an organization, the organization of a framework and implementation is made, which consists of the division of labor, determining the authority and responsibilities of each section and determining the path of relationships to coordinate the work that has been divided, the result of forming the organization is the organizational structure. After the organizational structure is prepared then the plan to fill positions in the parts that have been formed, which carry out the position of the organization or agency, the organizational structure is carried out job analysis or job analysis which consists of compiling job descriptions and job specifications.

The existence of a position analysis will be able to compile an employee recruitment plan. The results of the division of labor formed an organization, and from the body of this organization will be seen the relationship

between organizational units called horizontal relationships and the relationship between superiors and subordinates called vertical relationships.

Organizing is the determination of the structure of roles through the determination of various activities needed to achieve company goals and their parts, the grouping of activities, assignments, delegation of authority to carry them out and the coordination of authority and information relations both horizontally and vertically in the structure organization.

The organizational structure must be designed to clarify the work environment so that everyone knows who must do and who is responsible for the results of his work. Organizational structure shows the framework of the arrangement of the embodiment and the fixed pattern of relationships between functions, parts or positions, as well as people who show different positions, duties, authorities and responsibilities in an organization.

Employee education in an organization or agency is very necessary because it relates to the morale and productivity of the employee itself and of course directly or indirectly affects the development and activities of the organization or agency where the employee works.

Therefore education is very influential and very much needed in an organization or agency. With a good level of employee education, of course, their work methods are also good and professional and of course it will also be easier in terms of supervision to them

IV. CONCLUSION

Based on the results of the research and discussion in the previous chapters, the writer can draw several conclusions including:

Organizational culture refers to a system of shared understanding held by members of an organization, which distinguishes the organization from other organizations. The spirit of work is an activity that is carried out properly and correctly so that the achievement of company goals can proceed as planned. Based on the results of statistical research and the correlation formula obtained that the influence of organizational culture on work productivity has a strong influence. This is because the value of $r = 0.65$ which when consulted to a conservative standard lies between 0.600-0.799 then there is a strong relationship. And the results of the percentage level showed a result of 62.41%, this means that other factors affecting morale amounted to 37.59%. And from the calculation results it is known that the value of "t" count is greater than the "t" table (3, 6439 > 1,860) thus means that H_0 is rejected and H_a is accepted, so there is a strong influence between organizational culture and employee morale in the financial management body and Regional Assets ogan Komerling Ulu

V. SUGGESTION

The suggestions that can be given to the Regional Financial and Asset Management Agency of Ogan Komerling Ulu are as follows:

By running the Organizational Culture in each organization it is hoped that it can improve morale in achieving its work and goals. It is expected that the organizational culture can run with the expected goals and can change the behavior of employees in carrying out their work to achieve goals. Because organizational culture has a strong influence on employee morale, the Ogan Komerling Ulu Regional Financial and Asset Management Agency should pay more attention or carry out aspects of organizational culture so that it can be seen from the results of its work. It is expected that the Ogan Komerling Ulu Regional Financial and Asset Management Agency can reduce the mistakes and there will be a good relationship between superiors and subordinates in creating a comfortable work environment. Organizational culture is very well done to achieve the goals desired by the Ogan Komerling Ulu Regional Financial and Asset Management Agency in improving work effectiveness, and is expected to change employee behavior at work.

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