

The Influence of Organizational Culture, Work Motivation and Leadership Style on Improving Employee Performance at PT Mutiara Mukti Farma Medan

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ABSTRACT

The aim of this research is see is culture organization, motivation work, and style leadership influence performance employees of PT Mutiara Mukti Farma Medan. With use method quantitative, including analysis statistics descriptive. Population that is employee PT Pearl Mukti Pharma Medan amount 300 person and technique determination sample with formula slovin random sampling and selected 75 sample. Data is collected through observation, interviews, questionnaires, and journals other. Study This produce conclusion that is culture organization give influence significant increase performance of PT Mutiara Mukti Farma Medan. Motivation Work give influence significant increase performance of PT Mutiara Mukti Farma Medan. Leadership style give influence significant increase performance of PT Mutiara Mukti Farma Medan. By simultaneous culture organization, motivation work and style leadership influential positive and significant increase PT employee performance Mutiara Mukti Farma Medan. Determination shows results of 0.665 which means culture organization, motivation Work And style leadership contribute to enhancement performance PT Mutiara employees Mukti Pharma Medan as big as 66.5 %.

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Introduction

Source Power man is assets main company Because they responsible responsible for implementing activity operational. Business ca n't reach results Which optimal from process manufacture and operational If the company does not have source Power quality tall. As is source Power Which Good can beneficial and help progress organization. Wrong the only one is performance employees, where company aim to achieve productivity Work Which tall through performance Which superior to use fulfil objective products and service as well as obtain superiority competitive.

To increase performance PT Mutifa employees, indeed training or Practice Work Profession (PKP) Which done during 125 O'clock. Activity PKP including activities in space Beta Lactam and Non-Beta Lactam production, Warehouse Raw Materials, Laboratory Control Quality, and more. Where is this thing done to train performance profession so that you can fulfil duties and responsibilities answer to something work.

In operate culture organization PT Pearl Mukti Pharma Medan, Where Still exists employee Which No operate regulation well that is often late work, breaking ethos Work so that exists penalty form action direct like dismissal or letter warning depends level the violation, not only that but also its existence change make a loss and cutting wages. This can potential the performance of its members will not walk optimally and can result employee best precisely choose For resign self

Quality performance employee PT Pearl Mukti Pharma Medan very influenced by motivation Work them, the problem occurred exists part employees are not sincere moment do work or assessed only imaging and they only focus on development in field each.

just so that employee must supported and provided rewards, incentives and increase salary to increase Spirit Work in a way individual nor team in operate his job.

Besides that, the role leader is indicator success in reach objective organization. In running organization at PT Mutiara Mukti Farma, where leader expect performance Which more good Because If poor performance will harm company and make things difficult achievement objective like take decision promotion, decline position, adjust wages And evaluate mistakes in productivity compounding drug.

PT. Mutifa Mukti Pharma is A the company that move in field drugs Which produce various type product drug including tablet, capsus and etc. Based on phenomenon the, so writer choose title" **Influence Culture**

Organization, Work Motivation, and Leadership Style to Enhancement Performance Employee PT Pearl Mukti Pharma Medan".

Literature Review

Culture Organization

As explained by Ainanur & Tirtayasa, (2018) culture organization consists from values, standards, assumptions, beliefs, philosophies, habits, and things other Which implanted to member through socialization and education during activity organization. Matter This done to influence attitude, process thinking and behavior in achieving objective organization. Whereas according to Gareth R. Jones (2020) culture is objections shared by all member organization to form system meaning together. Indicators culture the organization mentioned by Luthans in Zuki (2016:38) is as follows following: values guidelines, rules organization, norms, and regulations behavior Which must obeyed

Motivation Work

Fahmi (2017:100) say motivation is behavior Which try fulfil need. However, according to Afandi Dance B & Priyanto A. A (2021:3) Motivation Work is ambition you have someone to do work sincerely and happily heart with hope get good results and quality. The ERG theory built by Clayton Aldefer (2018) states that There is a number metrics used to determine motivation Work from the employee himself. This includes existence, emotional needs, needs social, flavor Love, And actualization self (ability And development), as well as character And Skills.

Style Leadership

Leadership, according to Nasution (2019), is defined as excellence with one inciting others in the situation certain so that they can collaborate obtain objective together. According to Julianto and Carnarez (2021), leadership is type domination based on ability a Which support or teach others to act according to acceptance his group and have ability specific to the situation certain. According to Kartono (2016:34) in Padauleng (2019), indicators style leadership is as follows : determine decisions, motivating others, communicating, control his subordinates, and control emotion

Performance Employee

As stated Tri Wartono (2017), performance is that impact done somebody based on obligation every employee during period certain. Companies must evaluate performance his employees. According to Siagian in Fachrezi Hakim and Hazmanan Khair (2020:109), are results occupation during time certain. According to Maryati (2021:15), standards used for mark implementation not quite enough answer, quality Work And task Which done.

Influence Culture Organization To Performance Employee

Companies can create a great culture to achieve objective mainly. Culture it is very important for the company to improve performance and behavior employee. According to study such as Trang (2013), Shahzad (2014), and Handoko (2017), According to S. Fitriani Dewi And Ibn Husni Fuadi, culture company good and significant impact on performance worker.

Influence Motivation Work To Performance Employee

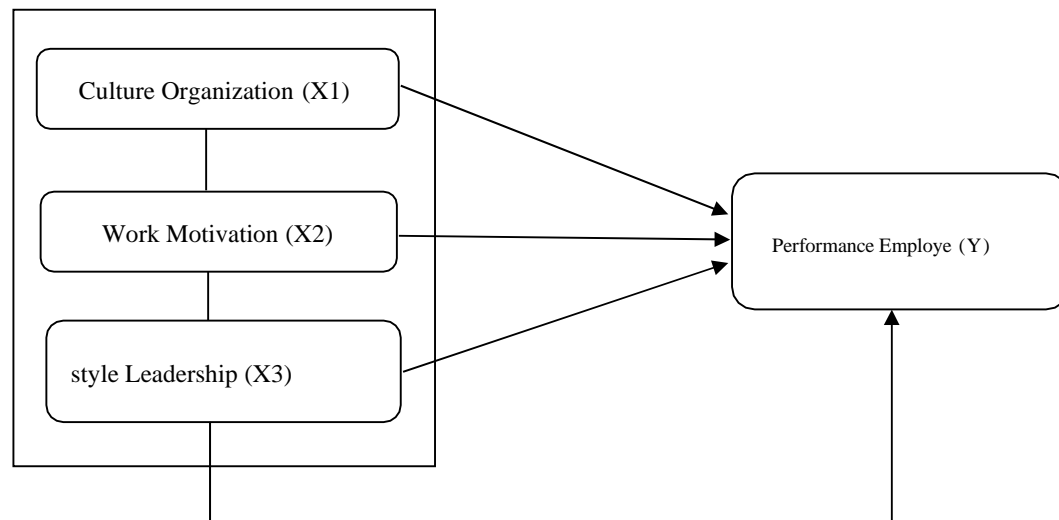
As explained by Alisha Maisan Falah (2020) and supported by other research (Purnamasari et al., 2019), Armansyah, 2020, and Hendri 2023, motivation is aspect Which influence performance worker.

Influence Style Leadership To Performance Employee

Leader own influence on person other And help they reach objective certain. Leadership style support increase quality performance, as stated by Setiawan et al (2021) and Bourini (2019). Therefore, to improve performance employees in the organization, must more notice style leadership that applied company.

Framework Conceptual

Illustration framework conceptual showed under This:



Picture 1.1 Framework Conceptual

Hypothesis Study

- H1 : Culture Organization impact positive And significant to enhancement performance employee PT Mutiara Mukti Farma Medan
- H2 : Motivation impact positive And significant to enhancement performance employee PT Mutiara Mukti Farma Medan
- H3 : Style leadership impact positive And significant towards performance employee PT Mutiara Mukti Farma Medan.
- H4 : Culture, motivation, And style leadership in a way simultaneously impact positive And significant on performance employee PT Mutiara Mukti Farma Medan

Method

This research uses method quantitative For test hypothesis, population or sample certain used as an instrument research and data analyzed in a way statistics. Object this research is employees at PT. Mukti Farma Medan with samples A total of 75 respondents were selected using formula slovin. Data analysis techniques used is multiple linear regression

Results

Test Quality Data Validity test

Table 1 Test Validity (Data Processed In SPSS 2024)

Statement	Culture Organization (X1)		Motivation Work(X2)		Style leadership (X3)		Performance Employee (Y)	
	Pearson Correlation	Sig	Pearson Correlation	sig	Pearson Correlation	Sig	Pearson Correlation	Sig
1	0.625	0,000	0.782	0,000	0.712	0,000	0.700	0,000
2	0.803	0,000	0.867	0,000	0.731	0,000	0.634	0,000
3	0.806	0,000	0.743	0,000	0.654	0,000	0.690	0,000

4	0.475	0,000	0.833	0,000	0.426	0,000	0.555	0,000
5	0.440	0,000	0.630	0,000	0.680	0,000	0.655	0,000
6	0.642	0,000	0.715	0,000	0.633	0,000	0.597	0,000
7	0.579	0,000	0.735	0,000	0.504	0,000	0.411	0,000
8	0.551	0,000	0.686	0,000	0.501	0,000	-	0,000
9	0.617	0,000	0.782	0,000	0.505	-	-	-
10	-	-	-	0,000	0.606	-	-	-
11	-	-	-	0,000	0.478	-	-	-
12	-	-	-	0.002	0.414	-	-	-

Results test validity previously state Where all statement variable is valid because every item has table r value (calculated $r > 0.227$) and value The significance of each item is $0.000 < 0.05$. So it says statement - statement Which contained in the questionnaire can used.

Test Reliability

Table 2 Test Reliability (*Data Processed In SPSS 2024*)

Variable	Cronbach Alpha	N of Items	Information
Culture Organization	0.770	9	Passed test
Motivation Work	0.875	8	Passed test
Style Leadership	0.824	12	Passed test
Performance Employee	0.714	7	Passed test

Reliability test results variable study produces Cronbach Alpha 0.770, 0.875, 0.824, 0.714 > 0.60 so all variable the reliable / reliable and passed test reliability.

Results Test Statistics Descriptive

Table 3 Statistics Descriptive (*Data Processed In SPSS 2024*)

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Culture Organization	75	27.00	45.00	36.1067	3.84347
Motivation Work	75	24.00	40.00	33.5867	3.96980
Style Leadership	75	43.00	60.00	51.1600	4.18827
Performance Employee	75	23.00	35.00	29,4000	2.53622
Valid N (listwise)	75				

Based on results test Descriptive on, can We describe data ysng obtained is :

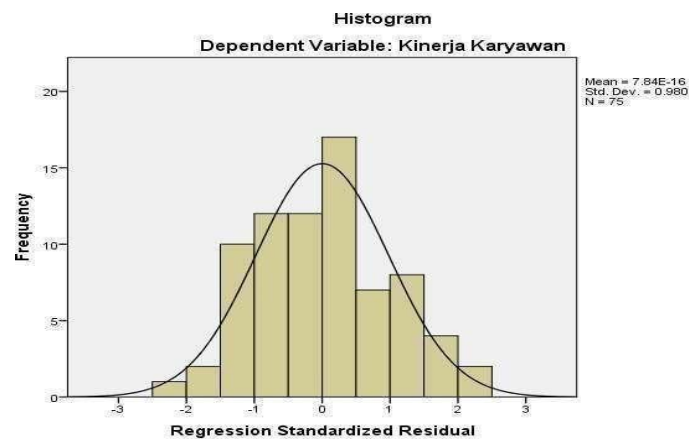
1. Variable Culture Organization (X1) show mark minimum 27 whereas mark maximum 45, mark mean 36.1067 and standard deviation namely 3.84347.
2. Variable Motivation Work (X2) show mark minimum 24 whereas mark maximum 40, mean value 33.5867 and standard deviation namely 3.96980.
3. Style Variables Leadership (X3) show mark minimum 43 whereas mark maximum 60, mark mean 51.1600, and deviation standard namely 4.18827
4. Employee Performance Variable (Y) shows mark minimum 23 meanwhile mark maximum 35, mark the average 29,4000, And standard deviation that is 2.53622

Test Assumption Classic

Results Test Normality

Chart Histogram

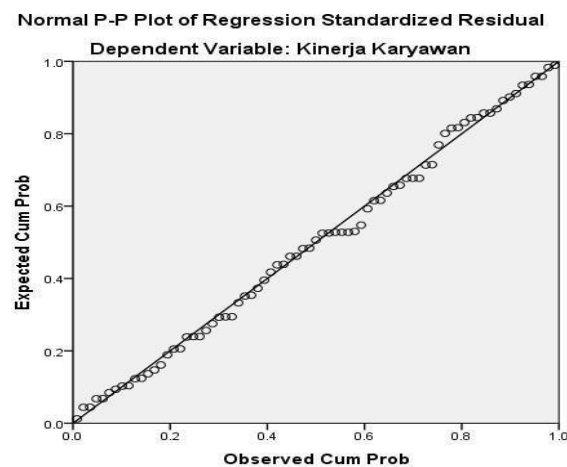
Picture 1 Chart Normality (*Data Processed In SPSS 2024*)



Line curve appropriate is at in the middle histogram or shaped symmetry (U) Which It means residual data the has distribute normal.

Chart P-Plot

Figure 2 Normality With Normal P-Plot (*Data Processed In SPSS 2024*)



Picture the state that data dot, dot, dot is at in area linethe diagonal and said normally distributed.

Table 4 Kolmogrov Smirnov (*Data Processed In SPSS 2024*)
One-Sample Kolmogrov-Smirnov Test

		Unstandardized Residual
N		75
Normal Parameters a, b	Mean	.0000000
	Std. Deviation	2.20319604
Most Extreme Absolute Differences		.056
	Positive	.056
	Negative	-.047
Test Statistics		.056
Asymp. Sig. (2-tailed)		.200 c,d

Kolmogorov Smirnov test results significance *Asmp Sig 2-tailed* $200 > 0.05$ so that data residuals has distributed normal, so that data study worthyused.

Results Test Multicollinearity

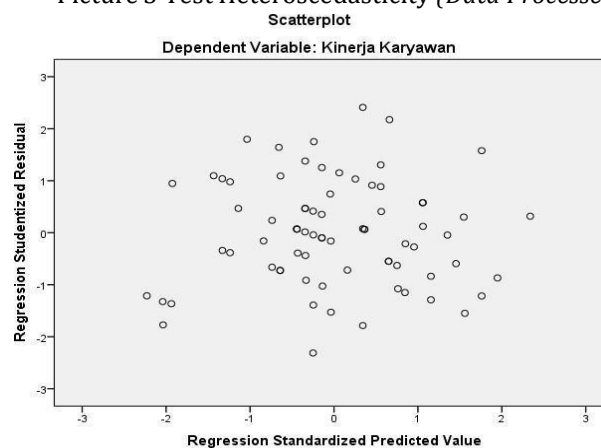
Table 5 Test Multicollinearity (*Data Processed In SPSS 2024*)

Model	Coefficients ^a	
	Tolerance	VIF
1 (Constant)		
Culture Organization	,894	1,118
Motivation Work	,756	1,323
Style Leadership	,781	1,280

Mark tolerance all variable study $0.894, 0.756, 0.781 > 0.1$ And all mark VIF variable dependent $1,118, 1,323, 1,280 < 10$. It means No foundsymptom multicollinearity between variable free in the regression model so that stated third variable free pass the test And data can used

Results Test Heteroscedasticity

Picture 3 Test Heteroscedasticity (*Data Processed In SPSS 2024*)



From the picture the show exists dot, dot, dot spread across various direction but it doesn't show form certain. Data can be used because there are n't any symptom heteroscedasticity in condition this, so data worthy used.

Test Linear Regression Multiple

Table 6 Regression Linear Multiple (*Data Processed In SPSS 2024*)

Variable	Unstandardized Coefficients	
	B	Standard Error
Constant	12,255	3,700
Culture Organization	0.123	0.072
Motivation	0.013	0.076
Style Leadership	0.251	0.071

Interpretation analysis regression linear multiple through equality linear is :

$$Y = 12.255 + 0.123 X_1 + 0.013 X_2 + 0.251 X_3$$

Regression show mark constant 12.255 means that exists culture organization, motivation, And style leadership is zero (0), so enhancementperformance employee will still 12,255. Coefficient value culture organization of 0.123 show each increase 1 unit on culture organization, soenhancement performance will increase by 0.123 units. Coefficient value motivation as big as 0.013 shows each 1 unit increase in the coefficient style leadership will produce enhancement performance 0.013 units. Coefficient value style

leadership of 0.251 shows each 1 unit increase in value coefficient style leadership will produce enhancement performance 0.251 unit

Test Partial (t-test)

Table 8 Test Partial (*Data Processed In SPSS 2024*)

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1(Constant)	12,075	3,672		3,289	,000
Culture Organization	.123	,072	,187	2,684	,002
Motivation Work	.013	,076	,002	2,017	,008
Style Leadership	,251	,071	,414	3,548	,001

a. Dependent Variable: Performance Employee

Interpretation test Partial is as following :

1. Culture Organization produce calculated T value 2,694 > from T table 1.993 and sig 0.002 < of 0.05, which means There is influence on performance employees, so theory accepted.
2. Motivation Work produce mark T count 2,017 > from T table 1,993 And sig 0.008 < of 0.05, which means There is influence on performance employees, so theory accepted.
3. Leadership produces T count 3,458 > from T table 1.993 and sig 0.001 < 0.05, Which It means There is influence on performance employee, so that theory accepted.

Test Simultaneous (F-Test)

Table 9 Simultaneous Test (*Data Processed In SPSS 2024*)

Coefficients ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	116,799	3	38,933	7,695	,000
	Residual	359.201	71	5,059		b
	Total	476,000	74			

xSimultaneous Test Results shows F count 7.695 > F table 2.73 and its sig 0.000<0.05 results study accept H4, which means culture, motivation and style leadership in a way simultaneously impact positive on mark company.

Results Test Determination

Table 10 Test Determination (*Data Processed In SPSS 2024*)

Model Summary				
Model	R	R Square	Adjusted R-Square	Std. Error of the Estimate
1	.493 a	,815	,665	2.25217

Test coefficient determined (R Square) 0.665 state culture organization, motivation And style leadership contribute on enhancement performance PT Mutiara Mukti Farma Medan amounted to 66.5% of that's all Lots variable that contribute to enhancement performance employee And variable other contribute amounting to 33.5%.

Discussion

Influence Culture Organization to enhancement performance employee

From the results evaluation hypothesis state that T count 2,694 culture and values significance 0.02. Results This show that mark T table (2,694 > 1,993), And marksignificance 0.02 < 0.05. So H1 accepted so that culture impact positive Andsignificant on enhancement performance employee, Where culture Which applied in the environment Work very influential on performance his employees.

Influence Motivation Work to enhancement performance employee

Evaluation result hypothesis state calculated T value motivation amounting to 2.017 and sig 0.008, T table (2.017 > 1.993), and the sig value is 0.008 < 0.05. So H2 is accepted so that motivation impact positive

And significant on enhancement performance employees, where motivation that becomes reference self yourself to push growth quality in self his employees And increase its performance.

Influence Style Leadership to enhancement performance employee

Results evaluation hypothesis state mark T count style leadership as big as 3,548 And sig 0.001, Which show T table ($3,548 > 1,993$), And mark sig $0.001 < 0.05$. So H3 accepted, so that style leadership impact positive And significant on enhancement performance employee, Where exists style leadership Which owned a leader Which Good will impact to performance employee That Alone so that performance someone employee become more Good

Conclusion

Based on results data analysis and discussion can concluded that Culture Organization in a way Partial influential positive And significant on enhancement performance employee on PT Pearl Mukti Pharma Medan. Motivation Work in a way Partial influential positive And significant on enhancement performance employees on PT Pearl Mukti Pharma Medan. Leadership Style in a way Partial influential positive and significant on enhancement performance employees on PT Pearl Mukti Pharma Medan. Culture Organization, Work Motivation and Leadership Style in a way simultaneous influential positive and significant increase performance employee at PT Pearl Mukti Pharma Medan. The next suggestion in this research is PT Pearl Mukti Pharma can evaluate and develop division management source Power the human Then make planning strategic period studied for a longtime environment organization To use create culture strong and easy organization adapt as well as grow culture Work which are more innovative and aggressive that will increase productivity as well as increase service customer. To create strong and enduring motivation long time, PT Mutiara Mukti Pharma can monitor And evaluate performance employee. Besides that with increase capacity motivation supervision through training motivation. As breaker problem, Which Where leader own ability For motivating his employees with support and directions. For researcher furthermore Which use study This, should think about do comparison with companies from industry which kind or different, with use more Lots variable, with use more theory new and relevant as well as encouraging journals, And with use technique analysis Which more Good Again as reference

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