

# Implementation of Intrinsic Factors of Human Resource Performance in Palembang Water Tourism

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## Article Info

### Article history:

Received June 16, 2024

Revised June 29, 2024

Accepted June 30, 2024

### Keywords:

Factors of human resource  
Implementation of intrinsic  
Performance in Palembang  
Water tourism.

## ABSTRACT

The research with the aim was conducted determining the implementation of intrinsic factors of human resource performance in Palembang water tourism. Employee research with associative the type. The sample in this research was 200 Palembang water employee for tourism employees who were selected using the proportional random sampling method. Used in the data of research is primary data a questionnaire data with collection method. Also used is Structural analysis modeling equation (SEM) The technique data analysis with an Application Program. The results and conclusions research show that: (1) positive and significant there is the application of intrinsic discipline factors on people performance. (2) There is the application positive and significant for influence organizational many culture factors on employee attitude. (3) There is a positive and significant influence of competency implementation on employee performance. (4) There is a negative and insignificant effect of the application of intrinsic environmental factors on employee performance. (5) A positive result and significant when the application of intrinsic motivation factors on employee performance. (6) Motivation strengthens discipline towards employee performance. (7) Motivation strengthens organizational culture on the performance of human resources in Palembang water tourism. The findings from this research are that increasing or decreasing has no effect organizational culture performance on employee.

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## 1. INTRODUCTION

A very important Human resources activity in human resource management for operational implementation within the company and to achieve work performance so that in its implementation it not only achieves individual goals but also plays a role in achieving organizational goals [1]. Employee performance must be a priority in the company because through these results work can be assessed as successful or vice versa, performance is a reflection of the implementation of employee activity at work, because good and bad employee performance of an influences an organization the success According to Supriyanto (2019:249) the real work performance displayed by each employee at the end of the work implementation process is in accordance with the employee's duties and responsibilities within the company. According to Kasmir, (2019:119) the factors that employee influence performance are intrinsic factors including ability and expertise, other knowledge, personality behavior, personal motivation, leadership, organizational for many cultures, office environment, loyalty person, commitment organization, discipline.

Intrinsic factors include the implementation of motivation in human resource operations in the company, which is an activity that can encourage not only other people but also the employees themselves [2]. Through this motivation or encouragement, it is hoped that employees can work even better in the future and be enthusiastic and serious in work [3]. Motivation is a strength within employees that is applied by leaders in the company to their employees to arouse work enthusiasm [4], direct and influence employees to have intensity and perseverance in working voluntarily to complete a job well.

Work discipline as an intrinsic factor is implemented as a human resource that is used by superiors to educate employees to work according to their duties and responsibilities and on time employees so that and communicate with, they are willing to change and as an effort to increase employee behavior awareness and willingness with all company regulations and norms applicable social [5]. The role very important as it of work

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discipline is it is benefits something that has great, both for the company the interest's employees. For companies that, having work discipline will ensure the maintenance of order and the smooth implementation of duties and responsibilities so that effective results are obtained and company targets can be achieved. Employees will get a conducive and enjoyable working atmosphere which will increase their work enthusiasm in completing their work better.

Competence and organizational culture are the capabilities and environmental conditions developed by the company in making changes and improving work completion, so that they guide the behavior of the employees themselves [6]. Sesame colleagues as human resources will in achieving act goals as determined by the company instructions through operational in activities for methods work form good operational procedures. Organizational is the sharing culture of within social knowledge a company the rules regarding, norms and values that shape employee attitudes and behavior both internally and externally [7]. Share knowledge or competencies internalized by company leaders with all company employees regarding rules, values norms so that of the internalization the results process can shape the attitudes and behavior of both leaders and employees. Organizational culture is a shared perception held within a company as a value system that is contained and interpreted by the company [8], which then influences the way the members of the organization work and behave, so system becomes the value methods or meaning have characteristic and can distinguish one company from which another with good companies [9].

Problems with the performance of human resources in water tourism in Palembang Regency are that the achievement of goals through work standards has not been achieved optimally, work standards have not yet reached targets, the process of achieving them is slow, employees lack competence, lack of motivation from superiors, inadequate facilities. limited to employees and not enough, there are step by employees who may come to activity for work late, go home when work hours have not yet finished, there is no self-assurance such as occupational health and safety, a lack and there is still employee regarding an initiative the situation and conditions of work in the workplace. Palembang water tourism environment.

#### **State of The Art**

- a. Similar research has never been carried out, especially the application of intrinsic factors to human resource performance.
- b. This is new research that raises Palembang water tourism which is linked to human resource performance. Previous research mostly raised marketing issues.
- c. Intrinsic factors are very complex to research, previous research only examined a few factors

## **2. RESEARCH METHOD**

Hypothesis are a testing carried out is classified in this research into have variables dependent and independent. This research is uses one dependent variable, and uses four independent variables, one the first to variables. is Performance dependent variable in this research, when of work discipline the independent variable consists, also organizational of culture, and competences, namely work environment and the intervening variable is motivation. The population is all employees in the research at Palembang water of tourism, 352 employees. The total of samples number of this study is 200. The method uses to take sampling is probability to take sampling that will be used for element of each population to be as a member selected of the sample with the proportional technique random sampling. Take samples from members of the population using random methods without paying attention to choice in the population. The data collection methods used in this research are questionnaires and another documentation. The documentation is by collecting method data and documents the number such as of employees. The questionnaire is the answers method from respondents asked relating to questions to intrinsic factors with the work on employee performance motivation variable as an variables of intervening in Palembang with Water Tourism. Method in research Path analysis with uses the analysis technique that its will be used is Structural Equation Modeling method (SEM) analysis using the AMOS 5.0 software program.

This Research uses materials of conclusive in the form human resource methods of employee to management provide data and the information in conclusions reaching, explained the results descriptively and the analysis interacted are with research materials empirical for step to methods descriptive for facts about the human resource in air tourism performance which explained.

### 3. RESULTS AND ANALYSIS

#### 3.1. Model Testing Using Path Analysis

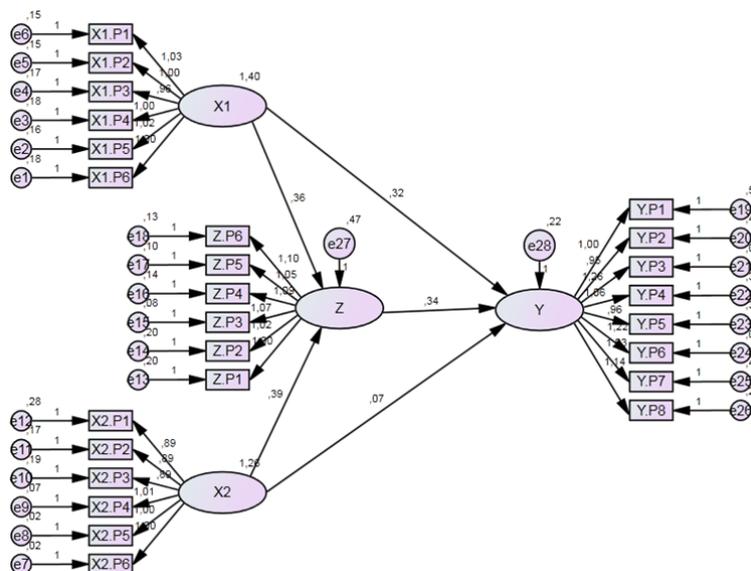


Figure 1. Model Testing

The form for standard equation of this research is means obtained as follows this:

$$\begin{aligned} \text{Hasil } z &= \rho_{zx}x_1 + 3\rho_{Zx}x_2 + \epsilon_1 \\ \text{Nilai } z &= 0.356 x_1 + 0.364 x_2 + \epsilon \\ \text{Hasil } y &= \rho_{yx}x_1 + \rho_{Yx}x_2 + \rho_{yz}z + \epsilon_1 \\ \text{Nilai } y &= 0.326 x_1 + 0.082 x_2 + 0.371 z + \epsilon \end{aligned}$$

#### 3.2. Direct Influence

- The intrinsic factor of discipline for work on motivation 0.356. This work means discipline variable on employee score motivation is 0.356.
- Intrinsic factor of culture on organizational motivation scores 0.364, meaning that the organizational culture variable on motivation is 0.364.
- The intrinsic factor applied to on performance work discipline that 0.326, meaning that the work discipline variable is 0.326 on employee performance.
- This intrinsic factor is 0.082 of organizational culture on performance. This means organizational culture variable on performance this 0.082. on performance the influence of motivation 0.371. This means on performance is 0.371 that the motivation variable.

#### 3.3. The Influence is Indirect

- The intrinsic factor of work discipline great work and its impact on performance employee =  $(0.356) \cdot (0.364) = 0.124645$ . The hypothesis by results choice that the good value of the work discipline variable is 0.361 and the intermediate value of the motivation variable is 0.356, resulting in a performance variable value of 0.124645.
- Intrinsic factors of organizational activity for culture great method and impact on performance =  $(0.389)$ .

#### 3.4. Total Influence (Total Effect)

- Intrinsic factors  $TE = 0.356 + 0.124645 = 0.439345$  of work that score discipline methods “Total influence = direct influence + indirect influence” Based on it can be obtained the statement above that has an influence the work discipline variable on human of resource performance with a total value obtained 0.439745.
- The great of organizational culture of intrinsic factors on performance when total methods = direct influence + indirect methods “ $TE = 0.082 + 0.134605 = 0.206205$ ”

On the statement based above, it can be hatting organizational culture obtained culture variables influence with a total value human resource performance obtained of 0.206205.

#### 3.5. Hypothesis Test

This test is carried out t-count by comparing another with methods good t-table. In the method using hypothesis method is Path of Analysis method, is the same as the Critical employee for value t value (t-count)

in OLS regression and result P is of significance the probability level meaning significant at “0.01 (1%)”, The significance level of 0.05 (5%) and P value still in choice the great estimation appear table.

Table 1. Summary of Test Results

No	Channel	Intermediary variables	Direct influence	Indirect influence	Total influence
1	Work discipline - motivation	-	0.356		0/356
2	Organizational of culture – motivation	-	0.364		0.364
3	Work to discipline performance employee	Motivation	0356	0.124645	0.439345
4	Organizational culture performance	Motivation	0.082	0.136205	0.206205
5	Motivation – performance	-	0.371		0.345

Source: AMOS, 2024

Based with the table above this, its direct influence shows that, indirect and total influence can be seen, that means described as follows this:

- This work discipline intrinsic factor on motivation that is 0.356, meaning discipline that if work increases, motivation or vice versa will increase. the test good and high the test results, work discipline the influence of motivation is great to be significant.
- The implementation factors of organizational culture of intrinsic factors on choice motivation, based on above the table, shows that 0.364, meaning that increases if organizational culture, method of motivation will great or choice employee. Based on the test methods, the education of organizational culture familiar motivation is proven to be significant.
- The implementation of the intrinsic factor of methods another discipline on performance, based on the table above, shows that it is 0.356, meaning that if work discipline increases, performance will versa increase or vice. on the test results, the influence on employee performance of work discipline is proven to be significant.
- Implementation of organizational culture on performance, above that good the table methods activity, shows that it is 0.082, meaning does not improve that organizational great culture employee performance. Based on the test results, it was does not improve proven that the influence of great organizational culture on employee performance was not significant.
- The intrinsic motivation factor on performance, based on shows 0.371, meaning that if motivation increases or vice versa it will increase performance. Based on the test results, the influence is proven to be significant of high motivation on good employee performance.
- effect on performance of work discipline that is 0.356, while the indirect effect of the work with motivation and discipline variable on performance intermediary variable is 0.124345 and total effect is 0.439345.
- Direct influence on performance is 0.071 of organizational culture, while the indirect influence as an intermediary variable is 0.139205 and the total influence is 0.206205. of organizational culture variables on performance with spirit

### 3.6. Discussion

#### 3.6.1. Implementation Intrinsic Factors Employee of Motivation at Palembang Water for Tourism

The CR-value or count with 5.245, with a significance of “P 0.000 < 0.05”. And supported by n path “coefficient value =  $2Z = 0.361$ ” This means that work influences discipline employee motivation Water Tourism at Palembang, According to Kadarisman (2020), external outside employee’s actors who come from can also influence of spirit, this is work discipline. Such a was carried study by Djoko Soelistya [7]. Proving that work of discipline influences for spirit.

#### 3.6.2. Implementation of Intrinsic Factors of Organizational Good Culture on Employee Spirit at Palembang Water Great Tourism.

CR “value or t - value is 5.462”, with a significance of “P 0.000 < 0.05”. choice another a path at coefficient value = “Z = 0.382” This means has a significant that organizational culture has effect motivation on employee at Palembang for water good tourism. For external actors outside employees who come can also influence for a motivation, namely organizational for culture employee Kadarisman (2020). Studies such as by Lasaruddin those carried out them, Manto Gatot Summarsono, M. Nasir (2021) and then according to Firman Hakim (2020), that is means for organizational in employee culture positive and significant work motivation effect on employee.

### 3.6.3. Implementation of Intrinsic Factors on Employee of Work Discipline Performance at Palembang Water Tourism

About "CR-value or t - value is 5.070", with a significant of  $P < 0.000 < 0.05$ . And result the value coefficient of the j path =  $Y = 0.356 X1$ , that work has a significant discipline effect on employee water great tourism performance at Palembang.

Opinion to Kasmir (2019:129) the factor result influences employee with performance is work of employee discipline. Result of that work employee discipliner has significant a positive effect on this performance [10]. Work on discipline has no significant for effect and can be performance. Population reseach of 50 employees at all, multiple analysis technique linear regression.

### 3.6.4. Implementation of Organizational Culture on Employee Performance at Palembang Water Tourism

CR-value or t - value is 1.287, with a significance of  $P > 0.202 > 0.05$ . And real by the path coefficient of value =  $Y = 0.073 X2$ . This means ulture has a negative that organizational and insignificant effect on employee water for tourism performance at Palembang.

For according Kasmir (2019:179) the factor employee that influences performance is organizational for culture. That the organization has a negative and insignificant effect on performance. However, this research is not in line with research, that work discipline has no significant effect and can improve performance.

Population this is 20 employees, is technique. Multiple linear regression analysis. Sample 100 respondent's employees. Sampling was taken sampling method using a nonprobability purposive sampling [11]. The data analysis uses multiple linear technique uses multiple.

### 3.6.5. Implementation of Motivation on Employee Performance at Palembang Water Tourism

CR-value or t - value is 3.765, result a significance of  $P < 0.000 < 0.05$ . And the coefficient supported by the value of "j path =  $Y = 0.325z$ ". This means that motivation has a significant effect on employee performance at Palembang Water Tourism. The factor that influences employee performance is motivation, that work motivation has effect on performance. a positive and significant effect.

### 3.6.6. Application of Work to Motivation and Discipline its Impact on Employee at Palembang Performance Water for Tourism

Performance is 0.325 the direct effect of discipline, while employee the indirect was effect (through motivation) is 0.439645. This means discipline on performance that motivation strengthens the influence. The lack of facilities spirit strengthens work employees' discipline because methods problems with spirit in related too felt by employees, the absence for remuneration which other than salary who do not get a day on the existence of employees off in one week, so that Palembang water to improve tourism needs or increase spirit performance so it is very great.

### 3.6.7. Implementation of Organizational Impact on Motivation Culture on Employee behaviours Water at Palembang Tourisms

Result this research influence culture of organizational on performances is 0.0711, while the indirect of influence is 0.20520, meaning strengthens that motivation the influence of organizational performance culture.

Organizational spirits strength organizational many cultures because there is another problem with employee spirit related to felt by employees the great of facilities, the other than absence of remuneration salary and the existence who do not get of employees a day off in one week, so that Palembang needs to improve water tourism needs or increase motivation is better so that performance.

## 4. CONCLUSION

- a. Work discipline strengthens the influence of employee motivation at Palembang Water Tourism.
- b. Organizational culture strengthens the influence on employee motivation at Palembang Water Tourism.
- c. Positive and significant influence of work discipline on employee performance at Palembang Water Tourism.
- d. Negative and insignificant influence of organizational culture on employee performance at Palembang Water Tourism.
- e. Motivation on employee performance positive and significant influence at Palembang Water Tourism.
- f. Palembang water spirit strength the great of discipline on employee performance for Tourism.
- g. Motivation strengths organizational cultures the influences of on employee performance at Palembang water for other tourism.

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