

# The Influence of Organizational Culture Factors on Improving the Performance of Dairi Regency KPU Members

Martua Batako Sidauruk<sup>1</sup>, Kristiant Haryo Umboro<sup>2</sup>, Muthmainnah<sup>3</sup>,  
Wilson Saripati Raja Marbun<sup>4</sup>, Nilawati Nasti<sup>5\*</sup>, Tengku Ahmad Helmi<sup>6</sup>

<sup>1,2,3,4,5\*,6</sup> Master of Management, Faculty of Economics and Business, Universitas Islam  
Sumatera Utara, Medan City, North Sumatra Province, Indonesia.

**Abstrak.** Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh faktor budaya organisasi terhadap peningkatan kinerja anggota Komisi Pemilihan Umum (KPU) Kabupaten Dairi. Metode penelitian ini menggunakan pendekatan kuantitatif dengan menyebarkan kuesioner kepada anggota KPU Kabupaten Dairi sebagai responden. Hasil penelitian menunjukkan bahwa faktor budaya organisasi seperti nilai-nilai bersama, norma dan simbol yang terdapat di lingkungan kerja KPU mempunyai pengaruh positif yang signifikan terhadap kinerja anggota KPU. Keberhasilan organisasi dalam menciptakan budaya inklusif, transparan, dan berorientasi pada pelayanan publik berperan penting dalam meningkatkan efektivitas dan efisiensi proses pemilu di Kabupaten Dairi. Pemahaman dan penerapan nilai-nilai organisasi, seperti integritas, profesionalisme, dan partisipasi aktif dalam proses pengambilan keputusan, menjadi dasar budaya organisasi yang positif. Norma yang mendukung kerja sama tim, keadilan, dan akuntabilitas juga memberikan kontribusi yang signifikan terhadap kinerja anggota KPU. Penelitian ini memberikan rekomendasi kepada KPU Kabupaten Dairi untuk memperkuat dan memelihara budaya organisasi yang positif. Peningkatan pemahaman terhadap nilai-nilai bersama, peningkatan partisipasi anggota, dan penerapan norma yang mendukung kerja efektif dan transparan diharapkan dapat meningkatkan kinerja KPU dan kualitas pemilu di daerah. Implikasi penelitian ini juga dapat diterapkan pada institusi sejenis untuk memperkuat aspek budaya organisasi guna mencapai tujuan organisasi yang lebih baik.

**Kata kunci:** Kepribadian; Kinerja; Orientasi Tim.

**Abstract.** This research aims to identify and analyze the influence of organizational culture factors on improving the performance of members of the Dairi Regency General Election Commission (KPU). This research method uses a quantitative approach by distributing questionnaires to members of the Dairi Regency KPU as respondents. The research results show that organizational culture factors, such as shared values, norms, and symbols contained in the KPU work environment, have a significant positive influence on the performance of KPU members. The organization's success in creating an inclusive, transparent, and public service-oriented culture plays a key role in increasing the effectiveness and efficiency of the general election process in Dairi Regency. Understanding and implementing organizational values, such as integrity, professionalism, and active participation in the decision-making process, forms the basis of a positive organizational culture. Norms that support teamwork, fairness, and accountability also make a significant contribution to the performance of KPU members. This research provides recommendations to the Dairi Regency KPU to strengthen and maintain a positive organizational culture. Increasing understanding of shared values, increasing member participation, and implementing norms that support effective and transparent work are expected to improve the KPU's performance and the quality of general elections in the region. The implications of this research can also be applied to similar institutions to strengthen aspects of organizational culture to achieve better organizational goals.

**Keywords:** Personality; Performance; Team Orientation.

\* Corresponding Author. Email: [nilawati.nasti@fe.uisu.ac.id](mailto:nilawati.nasti@fe.uisu.ac.id) <sup>5\*</sup>.

## Introduction

Fundamentally, the system for holding general decisions, which is currently settled by the public authority, was made not just as an encapsulation of a vote-based type of government, but past that, to deliver local states that are genuine, however, have kindness and solid political will, and are really, truly fit for running the public authority. If this can be satisfied, then the result is the formation of good monetary and social development (Rivai, 2016). Thus, this all truly relies upon the administration of the overall political race itself, both at the focal and provincial levels. Comparable to this, the foundation for carrying out broad decisions is a vital and key part. Following the New Order Regime, the Indonesian government developed a vertical structure model for organizing elections across all strata (election of President, Governor, Regent, and Mayor, election of Legislative Members for Central and Regional) to control their implementation. garbs and not hurt many gatherings. Its development is likewise helped out in stages by going through a severe determination process and giving space to people in general to give evaluations. Positions for managing general races, beginning with the official, PPK (Region Level Political Decision Board), PPS (Casting a ballot panel), and KPPS (Casting a ballot putting together gathering), are chosen and taken from the local area.

The PPK Dairi Regime is a political race sorting out the foundation for coordinating decisions. PPK is liberated from any impact connected with its obligations and authority. To carry out famous power, each political race ought to have solid validity; the holding of general decisions ought to be guided by the standards of freedom, genuineness, reasonableness, legitimate conviction, precision in holding races, public premium, transparency, impressive skill, receptiveness, responsibility, productivity, and viability. The presence of establishments arranging general races is one of the significant factors that impact the elements of general decisions. PPK's lack of bias is for sure a significant necessity for holding general decisions, trailed by inquiries of trustworthiness, limit, and amazing skill. In its work, PPK is confronted with a work cycle that

is inclined toward irreconcilable circumstances and is confronted with political interests. This condition means that there is a hierarchical culture that is apparent in every PPK, which is not yet bad. The process of creating an organizational culture begins with the ideation stage and ends with the organization's birth. Even though at the development stage, hierarchical thought has not yet turned into reality or has actual structure, this stage turns into the reason for the development of an authoritative culture. At the point when the pioneers behind an association have the plan to lay out an association, the way of life of this association will be considered, even though it is not yet expressed. When the company is established, a new organizational culture emerges. Culture is likewise an example of all the air, both material, and all conduct, that has been embraced by society customarily as an answer to the issues of its individuals. Culture likewise incorporates every coordinated way, convictions, standards, and social qualities that contain an order.

Next up are the meanings of authoritative culture from a few specialists. For example, (Zamri & Irawan, 2020) proposes that hierarchical culture is a fundamental thought process that is taught to the new workforce as a method for feeling, thinking, and acting accurately from one day to another. Robbins and Judge in (Wibowo, 2017) contend that "hierarchical culture alludes to an arrangement of shared significance held by individuals that separates the association from different associations. This arrangement of joint powers, after looking into it further, is a bunch of key qualities esteemed by the association." (Robbins & Judge, 2012) express that "character can be estimated utilizing the huge five model elements of character, which are normally called "the enormous five," which are the premise of any remaining aspects and cover practically all critical varieties in human character. Work Execution is the principal idea in Campbell's work and hierarchical brain science (Brahmasari & Suprayetno, 2008). For more than 10 to 15 years, scientists have characterized work execution according to various perspectives. Campbell in (Putri, 2017) expressed that presentation isn't the aftereffect of work or an outcome of conduct; however, that conduct is

called execution. This determines the distinction between execution, viability, and efficiency. Execution is the move made by an individual; viability is the assessment of work results; and efficiency is the expense adequacy proportion in accomplishing the degree of work adequacy (Ratnaningsih, 2016). Direction is an individual's course of grasping their environmental elements and having the option to confine themselves according to their current circumstances. Association individuals team up well and complete powerful correspondence and coordination with the dynamic contribution of individuals, which thus brings about high fulfillment and responsibility (Daryono, 2020). (Yamanie & Syaharuddin, 2016): "Records the result of a specific work capability or representative movement during a specific timeframe." (Mangkunegara, 2011) states: Representative execution (work accomplishment) is the consequence of work as far as quality and amount accomplished by a representative in completing his obligations as per the obligations given to him. Hasibuan (2008) states Execution is an outcome accomplished by an individual in doing the undertakings relegated to him, which depends on expertise, experience, earnestness, and time.

Research Method

The populace is a summed-up region comprising items or subjects who have specific qualities and have a similar chance of being chosen as test individuals (Sugiyono, 2016). So the population in this examination is all PPK individuals from the Dairi region, adding up to 75 individuals. The testing strategy in this exploration is absolute examination. Complete inspection is a testing strategy where the quantity of tests is equivalent to the population, (Sugiyono, 2013). According to Sugiyono, because the population was less than 100, total

sampling was conducted, and the entire population served as the research sample. Legitimacy or legitimacy testing is utilized to determine how exactly an estimating instrument can carry out its role. The estimating instrument that can be utilized in testing the legitimacy of a survey is the relationship number between the explanation score and the general score of the respondent's assertion concerning the poll data. After legitimacy testing, unwavering quality testing is then done. The fundamental motivation behind dependability testing is to determine the consistency or routineness of the estimation consequences of an instrument on the off chance that the instrument is utilized again as an estimating device for an item or respondent. Unwavering quality outcomes reflect whether an exploration instrument can be believed in light of the degree of dependability and exactness of an estimating instrument, as the estimation results obtained are the right proportion of something being estimated (Arikunto & Yuliana, 2008).

Results and Discussion

Validity test

High validity indicates a valid instrument. Then again, an instrument that is less legitimate means it has low legitimacy (Arikunto & Lia, 2017). Before the information assortment is done, the inquiries in the survey are tried first to determine their legitimacy and unwavering quality. The estimation strategy utilizes SPSS. The determined incentive for this test can be known through the consequences of information handling using SPSS (see connection). In the interim, the r table incentive for n = 75 and a blunder level ( $\alpha$ ) of 0.05% is 0.227 (db = n-2). From the legitimacy test process done on 75 respondents, the summed-up results can be displayed in the accompanying table:

Table 1. Variable Validity Test Results (X1)

Variable	r <sub>count</sub>	r <sub>table</sub>	Description
1	0,336	0,227	Valid
2	0,425	0,227	Valid
3	0,802	0,227	Valid

4	0,802	0,227	Valid
5	0,561	0,227	Valid
6	0,336	0,227	Valid
7	0,424	0,227	Valid
8	0,802	0,227	Valid
9	0,353	0,227	Valid
10	0,425	0,227	Valid

Table 2. Variable Validity Test Results (X2)

Variable	r <sub>count</sub>	r <sub>table</sub>	Description
1	0,291	0,227	Valid
2	0,422	0,227	Valid
3	0,767	0,227	Valid
4	0,767	0,227	Valid
5	0,505	0,227	Valid
6	0,291	0,227	Valid
7	0,563	0,227	Valid
8	0,767	0,227	Valid
9	0,339	0,227	Valid
10	0,422	0,227	Valid

Table 3. Variable Validity Test Results (X3)

Variable	r <sub>count</sub>	r <sub>table</sub>	Description
1	0,287	0,227	Valid
2	0,533	0,227	Valid
3	0,746	0,227	Valid
4	0,735	0,227	Valid
5	0,507	0,227	Valid
6	0,305	0,227	Valid
7	0,473	0,227	Valid
8	0,741	0,227	Valid
9	0,413	0,227	Valid
10	0,531	0,227	Valid

Table 4. Variable Validity Test Results (Y)

Variable	r <sub>count</sub>	r <sub>table</sub>	Description
1	0,263	0,227	Valid
2	0,486	0,227	Valid
3	0,776	0,227	Valid
4	0,776	0,227	Valid
5	0,571	0,227	Valid

6	0,263	0,227	Valid
7	0,408	0,227	Valid
8	0,776	0,227	Valid
9	0,486	0,227	Valid
10	0,486	0,227	Valid

Considering tables 1 to 4 above, which are the outcomes of authenticity tests for working environment factors, work motivation, work workplaces and besides delegate execution, all statements in each factor have Something Changed Association (rcount) regard more important than rtable. As needs be, all things were declared significant and happened in trustworthiness testing.

Reliability Test

The steadfastness test in this audit used the Cronbach Alpha technique. Instrument resolute quality depicts the robustness of the assessing instrument used. An assessing instrument is said to have a high level of relentless quality or can be depended on; expect the assessing instrument to be

consistent with the objective that it will in general be relied on (faithfulness) and can be used to predict (consistency). The degree of consistency of estimation results when rehashed estimations are completed is utilized to quantify unwavering quality. Whether or not data is strong or ought to be apparent from the alpha coefficient made, data that is close to 1 (one) can be said to have high steadfast quality. A Cronbach Alpha coefficient value close to 1 indicates that the results are more consistent, indicating that they have a high degree of dependability. Assuming the base Cronbach's alpha coefficient esteem is 0.60, the information are thought of as exact. The trustworthiness test in this assessment used the SPSS program.

Table 5. Variable Reliability Test

Variable	Cronbach'sAlpha	N of Items	ReabilitasStatus
X <sub>1</sub>	0,749	10	Reliabel
X <sub>2</sub>	0,728	10	Reliabel
X <sub>3</sub>	0,739	10	Reliabel
Y	0,751	10	Reliabel

It is known that each indicator has an alpha value that is (>) greater than 0.6 when comparing the Cronbach Alpha calculation results for each indicator with an alpha standard of 0.6. Considering these outcomes, it tends to be presumed that all marks of the factors utilized in the exploration are solid or dependable.

Hypothesis testing

The study conducted hypothesis testing and used SPSS for Windows, which is a widely recognized statistical software, to analyze the data and identify significant characteristics. The aim was to scrutinize all or parts of the

proposed hypotheses to determine their validity. The research leveraged sophisticated statistical techniques to uncover meaningful insights into the relationship between organizational culture factors and the performance of KPU members in Dairi Regency. The utilization of SPSS highlights the study's commitment to methodological rigor and empirical analysis, ensuring the reliability and validity of the findings. The advanced capabilities of the software facilitated comprehensive data analysis, allowing for nuanced interpretations and robust conclusions.

Table 6. Regression Coefficient Statistical Test Results

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	4.821	3.370		1.430	.157
	kepribadian	.361	.071	.399	5.103	.000
	performa	.277	.068	.307	4.097	.000
	orientasi.tim	.312	.075	.343	4.132	.000

Based on table 6 above, the following regression equation can be created:

$$Y = 4,821 + 0,361X1 + 0,277X2 + 0,312X3 + \varepsilon$$

The equation above explains that the personality coefficient has a positive value, namely 0.361, this shows that the personality variable has a positive influence on member performance. Based on the equation above, the performance coefficient has a positive value, namely 0.277. This shows that the performance variable has a positive influence on member

performance. Based on the equation above, the team orientation coefficient has a positive value, namely 0.312. This shows that the team orientation variable also has a positive influence on member performance.

Hypothesis Testing with F Test

The following table provides an explanation of the findings regarding the degree of influence that the independent variables have on the dependent variables simultaneously (together) in this study:

Table 7. Simultaneous Test Results (F Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	74.097	3	24.699	51.241	.000 <sup>a</sup>
Residual	34.223	71	.482		
Total	108.320	74			

In the table above, the Fcount value is 51.241 and the significance value is 0.000. It is known that the Ftable value with a 95% confidence level ( $\alpha$ : 0.05) is 2.720. Therefore, the value of Fcount > Ftable (51.241 > 2.720) means that Ho rejects and accepts the hypothesis in this research, namely that personality, performance, and team orientation simultaneously have a positive and significant effect on the performance of PPK members in Dairi district.

Conclusion

Personality partially has a positive and significant effect on the performance of PPK members in Dairi district, amounting to 5.103 with a significance value of 0.000. Performance partially has a positive and significant effect on the performance of PPK members in Dairi district of 4.097 with a significance value of

0.000. Team orientation partially has a positive and significant effect on the performance of PPK members in Dairi district, with a significance value of 0.000. Personality, performance and team orientation simultaneously have a positive and significant effect on the performance of Dairi district PPK members, amounting to 51.241 with a significance value of 0.000.

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