International Journal of Business, Management, and Economics
e-ISSN 2746-1351
Vol. 4 No. 4, November 2023

The Influence of Organizational Culture, Motivation, and Leadership on the Performance of Palembang High Court Employees

Asmawati*, Sri Rahayu, Choiriyah

Universitas Muhammadiyah Palembang, Indonesia
Corresponding Author: asmawatihatibe@gmail.com

Article Information:

Received: October 03, 2023, Accepted: August 19, 2023, Published: 01 November 01, 2023

Abstract

This study aims to determine the effect of organizational culture, motivation, and leadership on the performance of Palembang High Court employees. To determine the effect of organizational culture on the performance. To determine the effect of motivation on the performance and the influence of leadership on the performance. This type of research is associative. The sample in this study was 155 respondents with a technique in collecting samples using the cluster random sampling technique. The data used in this study are primary, namely the number of respondents, agency profiles, and secondary data collection methods, namely the questionnaire. The analysis technique used is multiple linear regression analysis. The study results show that: (1) There is a positive and significant influence of organizational culture, motivation, and leadership on the performance of Palembang High Court employees. (2) Organizational culture has a positive and significant influence on performance. (3) Motivation has a positive and significant effect on the. (4) There is no positive and significant influence of organizational culture, motivation, and leadership on the performance of Palembang High Court employees. (2) Organizational culture has a positive and significant influence on performance. (3) Motivation has a positive and significant effect on the. (4) There is no positive and significant influence of organizational culture, motivation, and leadership on performance (2) There is a positive and significant influence of organizational culture on the performance of Palembang High Court employees. (3) Motivation has a positive and significant effect on performance (4) There is no positive and significant influence of organizational culture, motivation, and leadership on the performance of Palembang High Court employees.

Keywords: Organizational Culture, Motivation, Leadership and Performance

How to Cite:

Asmawati, Rahayu, S., Choiriyah. (2023). The Influence of Organizational Culture, Motivation, and Leadership on The Performance of Palembang High Court Employees. *International Journal of Business, Management, and Economics*, 4(4). 257 – 273. DOI: https://doi.org/10.47747/ijbme.v4i4.1434

Published by:

1. Introduction

Human Resources (HR) is an important element for an organization. Other important elements are information systems, facilities and infrastructure, and sufficient finances. Human resources that are superior, productive, and able to compete are the main key to making the nation, state, and organization progress. Natural resources, capital, available facilities, and infrastructure will not be able to be managed well without reliable human resources.

In producing human resources that have these criteria, improvements need to be made in terms of character, habits, and quality of education.

The changes that occur in various fields along with the times have an impact on the order and values of individual and organizational life, especially in the world of government, which is required to always be able to adapt and develop according to the challenges faced. In achieving organizational goals, work performance or work results within the organization can be seen from a series of activities carried out by the organization. Organizational activities in the form of human resource management and work implementation processes are needed to achieve optimal results by what the organization expects.

Performance can be viewed as a process or result of work. Performance is a process of how work takes place to achieve work results. However, the results of the work itself also show performance (Wibowo, 2022:70). According to Kasmir, (2022:189-193) performance is influenced by several factors, namely ability and expertise, knowledge, work design, personality, motivation, leadership, leadership style. organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline

According to Wibowo (2021:16), organizational culture is the basic philosophy of an organization which contains shared beliefs, norms, and values which are the core characteristics of how to do things in an organization. These beliefs, norms, and values become the guidance of all human resources in the organization in carrying out their performance. The behavior of diverse individuals and groups encourages the establishment of norms that can accommodate various individual and group interests to jointly realize organizational goals. A norm or guideline that an organization uses to carry out its activities is what is then known as organizational culture.

According to Wibowo (2022:322-323), motivation is an encouragement to a series of human behavioral processes in achieving goals. Meanwhile, the elements contained in motivation include the elements of generating, directing, maintaining, showing intensity, being continuous, and having a goal. Employee performance will be high if there is motivation, and vice versa, if employees are not motivated, this will result in poor performance. With work motivation, it will be easier to achieve the expected performance in the organization.

According to Yulius (2022:91), leadership is related to a process of social influence, in which case the influence is deliberately carried out by someone on another person to structure activities and relationships within an organization or group to achieve goals. One of the keys to success in an organization is how a person leads, whether or not the way a leader leads an organization will have a clear impact on the organization. So this can be said to be a significant factor in the organization.

Monce Brury (2016) states that leadership, organizational culture, work motivation, and job satisfaction significantly affect employee performance. Azhary (2017) stated that the organizational culture and leadership style studied simultaneously influenced employee

Published by:
Training & Research Institute
JERAMBA ILMU SUKSES

performance. Sudarsih, et al (2015) stated that organizational culture has a positive but not significant effect on performance. Girsang (2019) stated that organizational culture as a variable itself does not have a significant effect on employee performance at Putri Hijau Hospital.

The influence of work motivation on employee performance researched by Iman Tindow et al (2014) shows that there is a positive and significant influence between work motivation and employee performance. This is contrary to the results studied by Lihawa et al (2016) which showed that there was no influence between work motivation and employee performance.

The researcher took as research objects civil servants at the Palembang High Court, Palembang District Court, Pangkalan Balai, and Kayuagung. Meanwhile, the function of the High Court is to carry out secretarial administrative affairs in the form of personnel, financial, and management matters, and clerk's administrative affairs in the form of civil, criminal, and legal clerkship matters, prepare programs and evaluations and carry out public relations. Apart from that, it also provides guidance on management and facilities and technical guidance for first-level courts. The main duties and functions of the High Court can generally be carried out properly by the provisions outlined and the instructions of the Leadership of the Supreme Court of the Republic of Indonesia. (LKjIP Palembang High Court, 2022).

The phenomenon that occurs in performance is that there are still employees who lack a high work ethic, usually caused by a lack of motivation and communication between superiors and subordinates. There are still many who do not receive facilities to support the effectiveness of their work. There are employees whose positions do not match their educational background.

The phenomenon in organizational culture is that there are still employees who complain about work. There are still employees who cannot express their opinions regarding work matters. some employees use their authority for their interests

The phenomenon that occurs in motivation is that there are still a lot of employees who relax at work;. However, there are not too many employees like that, there are employees who do not receive rewards in the form of facilities to work appropriately. Some employees feel a lack of support from colleagues or leadership

The phenomenon that occurs in leadership is There are still employees who cannot communicate smoothly with the leadership. Some employees do not carry out their duties and responsibilities appropriately. Lack of warnings from leadership for low employee performance.

Based on the research background, the researcher is interested in conducting research with the title The Influence of Organizational Culture, Motivation, and Leadership on the Performance of Palembang High Court Employees

2. Literature review

2.1. The influence of organizational culture, motivation and leadership on performance.

According to Kasmir (2022: 189) factors that influence employee performance are abilities and skills, knowledge, work plans, personality, motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, work discipline. This is supported by research by Irena Lara Shati and Arini Mustika Dewi (2014) with the research title The Influence of Leadership, Organizational Culture and Work Motivation in Regional Tourism Companies in West Java Province showing the results that the

Published by:
Training & Research Institute JERAMBA ILMU SUKSES

influence of the leadership role, organizational culture and motivation on employee work performance has a significant effect. Simultaneous and significant. Meanwhile, research by Juanti (2017) entitled The Influence of Leadership, Motivation and Organizational Culture on Employee Performance at Kudungga Regional Hospital, East Kutai Regency shows that the results of leadership and organizational culture partially do not affect employee performance at Kudungga Regional Hospital, while motivation influences employee performance at Kudungga Regional Hospital. East Kutai. Quantity, namely Measuring the Performance Achievements of the Palembang High Court for 2018-2021, shows a downward trend in the average performance achievements in strategic target I from 2020 to 2021. Employee effectiveness is still uneven, as seen from the supporting facilities and infrastructure. employees who are still inadequate. The quality of employees who do not match their qualifications and educational background causes employees to be unable to do their work as expected by the organization

2.2. The influence of organizational culture on employee performance.

According to Kasmir (2022: 189), one of the factors that influences employee performance is organizational culture. According to Kasmir (2022:193), Organizational culture influences performance directly and indirectly. This is supported by Surya's (2018) research entitled The Influence of Organizational Culture and Work Environment on Employee Performance (Study in the Account Executive Division of PT Agrodana Future). The results of the research show that there is a significant positive influence between organizational culture variables and employee performance variables. Amanda et al. (2017) conducted research entitled The Influence of Organizational Culture on Employee Performance at PDAM Tirta Taman Sar, Madiun City. The research results show organisational culture's positive and significant influence on employee performance at PDAM Tirta Taman Sari Madiun City. A good organizational culture can create a situation that can encourage employees to improve performance and get maximum results.

Lestari and Muchsinati (2022) conducted research entitled The Influence of Organizational Culture, Work Environment, Leadership Style, Employee Competence, And Motivation On Employee Performance Through Job Satisfaction In Starbucks And Excelso Employees In Batam City. The results of the research show that organizational culture has no significant effect on employee performance, the work environment has no significant effect on employee performance, leadership style has a significant effect on employee performance through job satisfaction, competence has a significant effect on employee performance through job satisfaction, and motivation has a significant effect on employee performance. Job satisfaction has a significant positive effect. Professionalism, namely the comfortable and safe culture of civil servants (PNS), results in a lack of employee professionalism in carrying out their duties. Management Distance, namely the existence of management distance where employees find it difficult to develop ideas due to limited space for ideas in expressing opinions and a lack of courage on the part of each individual to develop sustainable innovation, giving rise to a lack of employee effectiveness. Employee regularity is that many employees still leave the office, especially when the management is not there.

2.3. The influence of motivation on employee performance

According to Kasmir (2022: 189), one of the factors that influences employee performance is motivation. According to Jewel and Siegel in Tsauri (2014: 162), motivation refers to the amount of force that produces, directs and maintains effort in certain behaviour. If people work

Published by:

hard and do their work well, they often have high work motivation. If a person doesn't do well or doesn't seem to be trying hard enough, then the conclusion is the opposite, he has no motivation.

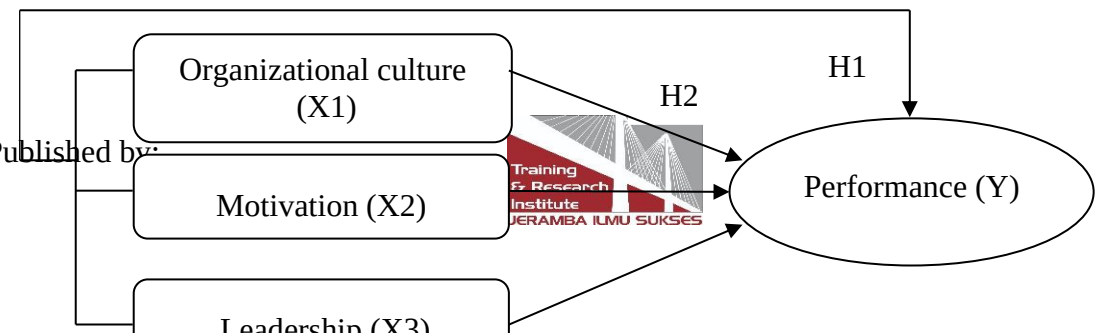
Research by Ma'ruf supports this and Ummul Chair (2020) entitled the influence of work motivation on employee performance at PT. Nirha Jaya Engineering Makassar. The research results show a high relationship between work motivation and employee performance. To test the hypothesis the t-test it shows where the work motivation variable significantly affects employee performance at PT. Nirha Jaya Engineering Makassar.

Meanwhile, in research by Mia Sumiati and RR Niken Purbasari (2019) entitled The Influence of Work Motivation, Job Satisfaction and Work Ability on Employee Performance. The research results show that work motivation does not influence employee performance, but work satisfaction and ability influence employee performance. Responsibility means that there are still employees who are lazy at work, so they relax more than at work. Recognition or Reward means that there is no additional reward other than salary and performance allowances of the same value for each employee—opportunities for Advancement, namely lack of space for promotions and transfers

2.4. The influence of leadership on employee performance

According to Kasmir (2022: 189), one of the factors that influences employee performance is leadership. According to Noor in Adamy (2016: 54) leadership does not only mean leading people, but also leading change, determining direction by developing a vision of the future, then uniting people by communicating this vision and inspiring them to achieve organizational goals. This is supported by Ring Lindayani's (2021) research entitled The Influence of Leadership on the Performance of the Tasikmalaya Regency Agriculture, Food and Fisheries Service employees. Based on the results of his research, data was obtained that the dimensions of leadership (honesty, vision, inspiration and skill) influence the performance of employees at the Tasikmalaya Regency Agriculture, Food and Fisheries Service, both partially and simultaneously. The leadership dimension that has the greatest influence on employee performance is the inspirational dimension, the second largest influence of the leadership dimension on employee performance is the visionary dimension.

Meanwhile, in Rahayu Saputra and Nur Rahmah Andayani's (2018) research entitled The Influence of leadership and work motivation on Employee Performance in the Production Department at PT Cladtek Bi-Metal Manufacturing Batam. The research results show that the leadership variable partially has a negative and insignificant effect on employee performance. The work motivation variable partially has a positive and significant effect on employee performance. Then the leadership variable and work motivation variable simultaneously have a positive effect on employee performance. Communication Skills, namely that there is still often less than smooth communication in the work implementation process which causes miscommunication between leaders and subordinates. Courage is that too often leaders divide tasks unequally. Assertiveness means that there are still employees who have low performance who are left without receiving a reprimand or strict sanctions. The rationale for this research is based on the view that employee performance is a factor that is influenced by organizational culture, motivation and leadership. This can be conceptually illustrated below.



H3

H4

Gambar 1 Kerangka Penelitian

2.5.*Hypothesis*

The hypothesis in this research can be described as follows:

1. H1: There is an influence of Organizational Culture, Motivation and Leadership on the Performance of Palembang High Court Employees.
2. H2: There is an influence of Organizational Culture on the Performance of Palembang High Court Employees.
3. H3: There is an influence of motivation on the performance of Palembang High Court employees.
4. H4: There is an influence of leadership on the performance of Palembang High Court employees.

3. Research methods

The research method used was associative to determine the influence of Organizational Culture, Motivation, and Leadership on the Performance of Palembang High Court Employees. The population used is 253. The sample to be used in the research is 155. The technique for collecting samples uses *cluster Random Sampling*. Data collection methods are interviews, questionnaires, observation, and documentation. The types of data used in this research are secondary and primary. The analytical method used is multiple linear regression analysis.

Tabel 1. Variable Operationalization

Research Variables	Research Variables Definition of Operational Indicators	Indicators
Performance (Y)	Performance is the result of the work of Palembang High Court employees in terms of quality and quantity within a certain period of time to achieve the expected goals	a. Quantity b. Effectiveness c. Quality
Organizational culture **(X1)**	Organizational culture at the Palembang High Court is a set of values, commitments and norms that guide the formation of the attitudes and behaviour of its members.	a. Professionalism b. Management distance c. Employee Regularity
Motivation (X2)	Motivation is encouragement from within and outside for every	a. Responsibility b. Recognition or appreciation

Published by:

	Palembang High Court employee to achieve organizational goals.	c. Opportunities for advancement
Kepemimpinan (X3)	Leadership at the Palembang High Court is related to the leader's efforts to influence the behaviour of his subordinates to achieve the Agency's goals.	a. Communication skills b. Courage c. Firmness

Source: Author's Thoughts (2023)

In this research, the instrument used was a Likert scale. The Likert scale measures the attitudes, opinions and perceptions of a person or group of people about social phenomena. Scoring questionnaire answers are: Strongly agree (5), Agree (4), Neutral (3), Disagree (2), Strongly disagree (1). The analysis model used is multiple linear regression analysis. The multiple linear regression equation model is as follows:

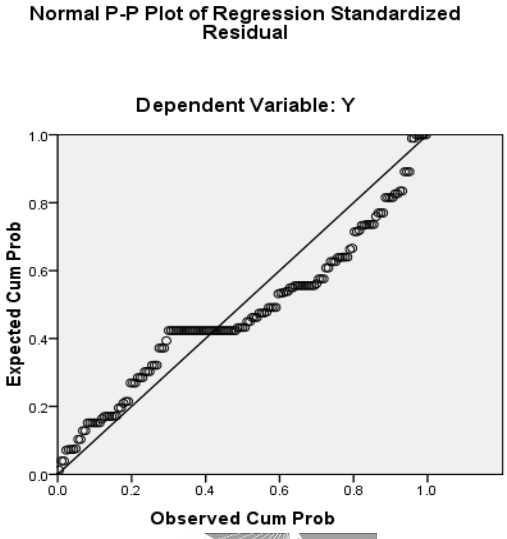
$$Y= a + b1X1 + b2X2 + b3X3 + Ɛ$$

Information:
Y: Employee Performance
X1: Organizational Culture
X2: Motivation
X3: Leadership
a: Constant Value
b1,b2,b3 : Regression Coefficients
Ɛ: Error Term

4. Results and Discussion

4.1. Research result

The following are data processing results from multiple regression analysis used to test the influence of Organizational Culture, Motivation, and Leadership on the Performance of Palembang High Court Employees.



Published by:
Training & Research Institute
JERAMBA ILMU SUKSES

Figure 1. Normality Test

Based on the PP Plot image above, it can be seen that the points follow and approach the diagonal line, so it can be concluded that the regression model meets normality standards.

4.2. Data Linearity Test

Table 2. Test the Linearity of Organizational Culture Data to Performance

			Sum of Squares	Df	Mean Square	F	Sig.
Y*X1	Between Groups	(Combined)	116,285	22	5,286	21,850	,000
		Linearity	97,698	1	97,698	403,869	,000
		Deviation from Linearity	18,587	21	,885	3,659	,000
	Within Groups		31,931	132	,242		
	Total		148,217	154			

Source: Data processing results

Based on the data linearity test above, it can be seen that the sig value of organizational culture Linearity (X1) is 0.000, meaning the sig value. < 0.05. So it can be concluded that organizational culture and performance variables have a linear relationship.

4.2 Data Linearity Test

Table 3. Motivation to Performance Data Linearity Test

		Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	(Combined)	96,627	19	5,086	13,308	,000
	Linearity	81,023	1	81,023	212,024	,000
	Deviation from Linearity	15,604	18	,867	2,269	,004
Within Groups		51,589	135	,382		
Total		148,217	154			

Source: Data processing results

Based on the linearity test of the data above, it can be seen that the sig value of Linearity Motivation (X2) is 0.000, meaning the sig value. < 0.05. So it can be concluded that the motivation and performance variables have a linear relationship.

4.3 Data Linearity Test

Table 4. Test the Linearity of Leadership Data to Performance

			Sum of Squares	Df	Mean Square	F	Sig.
Y*X3	Between Groups	(Combined)	52,578	19	2,767	3,906	,000
		Linearity	41,071	1	41,071	57,975	,000
		Deviation from Linearity	11,507	18	,639	,902	,577
	Within Groups		95,639	135	,708		
	Total		148,217	154			

Source: Processed data processing results

Published by:

Based on the linearity test of the data above, it can be seen that the sig value of Leadership Linearity (X3) is 0.000, meaning the sig. < 0.05. So it can be concluded that the leadership and performance variables have a linear relationship.

4.4 Data Linearity Test

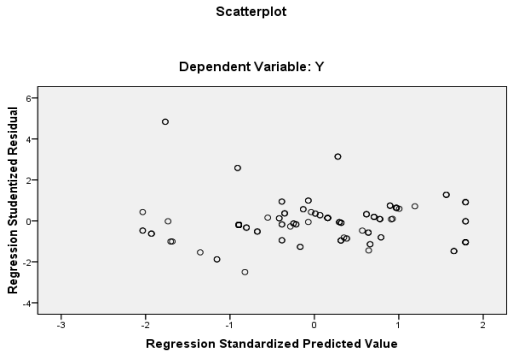
Table 5. Multicollinearity Test Table

Model		Unstandardized Coefficients		Collinearity Statistics	
		B	Std. Error	Tolerance	VIF
1	(Constant)	1,136	,593		
	X1	,563	,082	,308	3,242
	X2	,265	,075	,377	2,655
	X3	,074	,057	,647	1,545

Source: Data processing results

Based on the multicollinearity test above, all the variables used in this research have a VIF value < 10, and a Tolerance value > 0.1, so it can be ensured that the model used in this research does not have significant multicollinearity.

4.5. Heteroscedasticity Test



Source: Data processing results

Based on the Scatterplot Image above, it can be seen that the points at *Scatterplots* spread above and below/around the number 0, and the data points do not collect only above or below. The distribution of data points does not form a wavy pattern that widens, then narrows and widens again; in fact, the distribution of data points does not have a pattern. So it can be said that there is no heteroscedasticity in the regression model in this study.

4.7. Multiple Linear Regression Test

Tabel 6. Multiple Linear Regression Test

Model		Unstandardized Coefficients		t	Sig.
		B	Std. Error		
1	(Constant)	1,136	,593	1,917	,057
	X1	,563	,082	6,851	,000
	X2	,265	,075	3,560	,000
	X3	,074	,057	1,299	,196

Published by:

Source: Data processing results

Based on the table above, the multiple linear regression equation is obtained as follows:

$$Y = 1.136 + 0.563X1 + 0.265X2 + 0.074X3$$

Interpret the multiple linear regression equation regarding the influence of organizational culture, motivation, and leadership on performance. It can be explained as follows:

The constant value is 1.136. This shows that if organizational culture, motivation, and leadership are zero, then performance is 1.136.

The organizational culture regression coefficient is 0.563, a positive sign indicating that organizational culture influences performance. Organizational culture has the most dominant positive influence compared to other variables. The motivation regression coefficient is 0.265, a positive sign indicating that motivation influences performance. The leadership regression coefficient is 0.074, a positive sign indicating that leadership affects performance.

4.6 Model Fit Test

Table 7. Model Fit Test

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	102,029	3	34,010	111,187	,000a
	Residual	46,188	151	,306		
	Total	148,217	154			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: Data processing results

Determining F-table with a confidence level of 95% and an error rate (α) of 5% = 0.05 with degrees of freedom (df) v1= k-1 = 4-1 = 3, and v2 nk = 155-4 = 151 (same df as in the Anova Table).So the Ftable value = 2.66

Based on the results of the F-test, it can be seen that the Fcount value is 111.187 > Ftable 2.66, with a sig. F level of 0.000 < 0.05(significant), then Ho is rejected, and Ha is accepted, meaning there is a significant influence of organizational culture, motivation, and leadership together on employee performance at the Palembang High Court.

Organizational culture

The t-count value is 6.851 > t-table 1.975, with a sig.t level of 0.000 < 0.05 (significant). Ho is rejected, and Ha is accepted, meaning there is a significant influence of organizational culture on the performance of Palembang High Court employees.

Motivation

The t-count value is 3.560 > t-table 1.975, with a sig.t level of 0.000 < 0.05 (significant). Ho is rejected, and Ha is accepted, meaning there is a significant influence of motivation on the performance of Palembang High Court employees.

Leadership

Published by:

The t-count value is 1.299 < t-table 1.975, with a sig.t level of 0.196 > 0.05 (insignificant). Ho is accepted, and Ha is rejected, meaning there is no significant influence of leadership on the performance of Palembang High Court employees.

4.9. Coeffiient Determinant

Table 8. Determination Coefficient

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.830a	,688	,682	.553062
a. Predictors: (Constant), X3, X2, X1				

Source: Data processing results

Based on the table above, the Adjusted R square value is 0.682 or 68.2%, meaning that there is an influence of organizational culture, motivation, and leadership of 68.2% on employee performance at the Palembang High Court. The remaining 31.8% is influenced by other variables not included in the research, namely competence, compensation, work environment, and job satisfaction.

4.11. Discussion

The Influence of Organizational Culture, Motivation and Leadership on Employee Performance at the Palembang High Court.

The results of the simultaneous analysis show that the confidence level is 95% which proves that the hypothesis is accepted, meaning that organizational culture, motivation, and leadership are interrelated and can jointly influence employee performance at the Palembang High Court. This is also proven by the results of the coefficient of determination which shows the contribution of the variables organizational culture, motivation, and leadership to 0.682 or 68.2%.

According to Kasmir (2022:189-193), performance is influenced by several factors, namely ability and expertise, knowledge, work design, personality, motivation, leadership, and leadership style. organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline.

This is by research that has been done by research by Shati and Dewi (2014) Juanti (2017) and Brury (2016). The research results show that organizational culture, motivation, and leadership have a positive and significant effect on performance.

Based on the distribution of responses it is found that the most frequently occurring problems are as follows:

Regarding the Quantity indicator in the statement, every employee always has a high work ethic in completing their work and work responsibilities, 38 respondents (24.5%) said they agreed, 41 respondents (26.5%) said they were neutral and 76 respondents (49%) said they disagreed. This means that there are employees who have a high work ethic in completing work, but there are still employees who lack a high work ethic, which is usually caused by a lack of motivation and communication between superiors and subordinates. Against effectiveness indicators with statements. Each employee is supported with their computer and printer to support work effectiveness. 33 respondents (21.2%) said they agreed, 60 respondents

Published by:

(40%) said they were neutral and 60 respondents (38.7%) said they disagreed. This means that there are employees who are supported with their computers and printers for effectiveness, but there are still many who do not receive facilities to support their work effectiveness. Against Quality indicators with statements. Each employee has held a position in the educational study program (for example: Law Study Program, Economics Study Program, State Administration Study Program, Computer Science Study Program, and so on), 42 respondents (27.1%) agreed, 44 respondents (28.4%) said they were neutral and 69 respondents (44.5%) disagreed. This means that there are employees whose positions have the appropriate educational background, but there are still employees whose positions do not match their educational background.

The Influence of Organizational Culture on Employee Performance at the Palembang High Court.

Hypothesis testing with a confidence level of 95% proves that the research results show that there is a significant influence of organizational culture on performance. This proves that organizational culture has an impact on influencing performance.

According to Kasmir (2022:189-193) one of the factors that influences performance is organizational culture. According to Robbins and Judge (2021:355), organizational culture refers to a system of sharing meaning carried out by members that differentiates an organization from others.

This is in line with research according to Amanda et al (2017), namely that there is a significant influence between organizational culture on performance. This is not in line with research according to Juanti (2017), Lestari and Muchsinati (2022), namely that there is no significant influence between organizational culture on performance. Which dissects the research location, year of research, and a number of samples and analytical techniques.

Then what differentiates this research from previous research is that this research was conducted at the Palembang High Court, in 2023, the population was 253 and the sample used was 155 and the sampling technique used was side probability with the cluster random sampling technique and the research results showed that organizational culture had a positive influence and significant. Meanwhile, previous research said that organizational culture has no effect, namely Juanti (2017) used research objects in regional hospitals with 80 samples and purposive sampling, and the research results had a positive and insignificant effect

Based on the distribution of responses in Table IV.11, it is found that the problem that occurs most often is the Professionalism indicator. Every employee does not complain if there is an error at work, 44 respondents (25.8%) said they agreed, 49 respondents (33.5%) said they were neutral and 62 respondents (40.7%) said they disagreed. This means that most employees do not complain if there are mistakes at work, but there are still employees who complain at work. There is a Management Distance indicator. Every employee is free to express their opinion, 53 respondents (34.2%) said they agreed, 36 respondents (23.2%) said they were neutral and 66 respondents (42.6%) said they disagreed. This means that there are still employees who cannot express their opinions regarding work matters. There is a Regularity indicator. Every employee does not abuse their authority for personal gain, 41 respondents (26.4%) agreed, 50 respondents (32.3%) said they were neutral and 64 respondents (41.3%) said they disagreed. This means that there are still employees who use their authority for their interests.

The Influence of Motivation on Employee Performance at the Palembang High Court.

Published by:

Hypothesis testing with a confidence level of 95% proves that the research results show a significant influence of motivation on performance. So, this proves that motivation has an impact in influencing performance.

According to Kasmir (2022:189-193), one of the factors that influence performance is motivation. According to Wibowo (2022: 322-323), motivation encourages a series of human behavioural processes in achieving goals. Meanwhile, the elements contained in motivation include the elements of generating, directing, maintaining, showing intensity, being continuous, and having a goal.

This is in line with research according to Ma'ruf and Chair (2020), namely that there is a significant influence between motivation and performance. This is not in line with research according to Sumiati and Purbasari (2019), namely that there is no significant influence between motivation and performance. Those who differentiate are Ma'ruf and Chair (2020) who used a sample of 83 and the analysis technique is simple linear regression, while according to Sumiati and Purbasari (2019), the Nonprobability Sampling technique uses the saturated sampling method and the sample is 60.

Then what differentiates this research from previous research is that this research was conducted at the Palembang High Court, in 2023, the population was 253 and the sample used was 155 and the sampling technique used was side probability with the cluster random sampling technique and the research results showed that motivation had a positive influence and significant. Meanwhile, Sumiati and Purbasari (2019) used a non-probability sampling technique with a saturated sampling method and a sample size of 60, and the research results showed that motivation had no significant influence.

Based on the distribution of responses in Table IV.12, it is found that the problem that occurs most often is with the Responsibility Indicator. Every employee feels there is no time to relax at work, 43 respondents (27.8%) agreed, 42 respondents (27.1%) said they were neutral and 70 respondents (45.2%) said they disagreed. This means that there are still a lot of employees who relax at work even though there are not too many employees like that. Regarding Recognition or Award indicators. Every employee receives an award in the form of facilities to work appropriately. 47 respondents (30.3%) said they agreed, 37 respondents (23.9%) said they were neutral and 71 respondents (45.8%) said they disagreed. The fact is that there are still employees who do not receive awards in the form of facilities to work appropriately. On Indicators of Opportunities for Progress. Every employee gets support in doing their work from colleagues and leaders. 43 respondents (27.8%) said they agreed, 43 respondents (27.7%) said they were neutral and 69 respondents (44.5%) said they disagreed. This means that there are still employees who feel a lack of support from colleagues or leadership.

The Influence of Leadership on Employee Performance at the Palembang High Court.

Hypothesis testing with a confidence level of 95% proves that the research results show that there is no significant influence of leadership on performance. So, this proves that leadership has no impact in influencing performance.

According to Kasmir, (2022:189-193) one of the factors that influences performance is leadership. Robbins and Judge (2021:249), define leadership as the ability to influence a group towards achieving a set vision or goal. The source of this influence can be formal, as is the case with managerial rank within the organization.

Published by:

This is in line with research according to Juanti (2017) and Andayani et al (2018), namely that there is no significant influence of leadership on performance. This is not in line with research according to Lindayani (2021), namely that there is a significant influence between leadership and performance.

Which is surgical. Juanti (2017) used research objects at RSUD with 80 samples and used purposive sampling. Andayani et al. (2018) Data collection using the census. The population is 430 and the sample is 207 whereas Lindayani (2021) Department of Agriculture, Food and Fisheries, Tasikmalaya Regency, sample 72.

Then what differentiates this research from previous research is that this research was conducted at the Palembang High Court, in 2023, the population was 253 and the sample used was 155 and the sampling technique used was side probability with the cluster random sampling technique and the research results showed that leadership has a positive influence and not significant. Lindayani (2021) namely that there is a significant influence between leadership and performance

Based on the distribution of responses in Table IV.13, it is found that the problem that occurs most frequently is with the Communication Skills Indicator. Every employee has smooth communication with the leadership. 46 respondents (29.6%) said they agreed, 48 respondents (31%) said they were neutral and 61 respondents (39.4%) said they disagreed. There are still employees who cannot communicate smoothly with the leadership, on Courage Indicators. Every employee works according to their duties and responsibilities. 37 respondents (23.8%) agreed, 58 respondents (37.4%) said they were neutral and 60 respondents (38.7%) said they disagreed. This means employees still do not carry out their duties and responsibilities appropriately against Firmness Indicators. Employees with low-performance results will receive a direct warning or sanction from the leadership. 48 respondents (31%) said they agreed, 49 respondents (31.6%) said they were neutral, and 58 respondents (37.5%), said they disagreed. This means there is still a lack of warnings from leaders for low employee performance. Leadership does not have a positive and significant effect, meaning it does not have an effect because other variables have a more dominant influence. If there are three leadership problems, they are not the ones that affect performance.

4. Conclusion

Based on the research results and discussion in the previous chapter, the author can conclude this research as follows: (1). There is a positive and significant influence between organizational culture, motivation, and leadership on the performance of Palembang High Court employees. (2). Organizational culture has a positive and significant influence on the performance of Palembang High Court employees. (3). There is a positive and significant influence between motivation and the performance of Palembang High Court employees. (4). There is an insignificant influence between leadership on the performance of Palembang High Court employees.

Reference

Adamy, Marbawi. 2016. Human Resources Management. Aceh: Unimal Press Malikussaleh University.

Published by:

Amah, Nik. 2017. The Influence of Organizational Culture on Employee Performance at PDAM Tirta Taman Sari, Madiun City. ASSETS Journal of Accounting and Education Vol. 6 No. 1 Pg. 1-12.

Astuti, Rahma Yudi. 2021. Performance Management. Ponorgo: CV. Nata Karya.

Azhary, Nurlina Ramlan. 2017. The Influence of Organizational Culture and Leadership Style on Employee Performance at PT. Trisource Makmur Indah. Journal of Management and Business (Almana) Vol. 1 No. 3/ December 2017.

Badriyah, Mila. 2022. Human Resources Management. Bandung: CV. Faithful Library.

Bandari, Ani Supra. 2016. The Role of Training in Improving Employee Performance at the Planning Unit of PDAM Tirta Musi Rambutan.Journal of Human Resource Management, 10-21. Retrieved from Eprints Repository Software Sriwijaya University Database.

Brury, Monce. 2016. The Influence of Leadership, Organizational Culture, Work Motivation, and Job Satisfaction on Employee Performance at the Soron SAR Office. Journal of Business and Management Research. Vol 4, No 1.

Handoko, Hani. 2002. Personnel and Human Resources Management. Yogyakarta: BPFE.

Hasan, M. Iqbal. 2017. Basic Materials of Statistics 1 (descriptive statistics) Second edition. Twelfth printing. Jakarta. Akasara Earth.

Hasmin and Nurung, 2021. Human Resource Management. Solok, West Sumatra. Media Scholar Partners.

Hofstede, G. (1993) Cultural Constraints in Management Theories. Academy of Management Executive, 7

Girsang, Wulan Sari. 2019. The Influence of Organizational Culture and Commitment on Employee Performance at Putri Hijau Hospital No. 17 Medan.

Juanita. 2017. The Influence of Leadership, Motivation and Organizational Culture on Employee Performance at Kudungga Hospital, East Kutai Regency. Thesis. Muhammadiyah University of Surakarta: Surakarta.

Kadarusman, D. 2012. Natural Intelligence Leadership: A New Perspective on Intelligence and Leadership Character. Jakarta: Achieve the Hope of Success.

Kartono, Kartini. 2013. Leaders and Leadership, Jakarta: PT. Rajawali. Grafindo Persada.

Cashmere. 2022. Human Resource Management (Theory and Practice) 1st Edition 7th Printing. Depok. Rajawali Press.

Khairizah, Astria; Noor, Irwan; Suprapto, Agung. 2015. The Influence of Leadership Style on Employee Performance (Study of Employees at the Brawijaya University Malang Library) in Journal of Public Administration (JAP), Vol. 3, no. 7, Pg. 1268-1272.

Lestari, Fatma Tri. and Muchsinati, Evi Silvana. 2022. The Influence Of Organizational Culture, Work Environment, Leadership Style, Employee Competence, And Motivation On Employee Performance Through Job Satisfaction In Starbucks And Excelso Employees In Batam City. Inovbiz: Journal of Business Innovation 10 pp 223-235

Published by:
Training & Research Institute JERAMBA ILMU SUKSES

Lindayani, Ring. 2021. The Influence of Leadership on the Performance of Tasikmalaya Regency Agriculture, Food and Fisheries Service Employees in JEpa, [SL], V. 6, N. 2, P. 677-685, July.

Marjuni, Sukmawati. 2017. Human Resources Management. Revised edition. Makassar. CV. Legitimate Media.

Marjaya, Indra and Pasaribu Fajar. 2019. The Influence of Leadership, Motivation, and Training on Employee Performance in the Master of Management Scientific Journal. Vol 2, No. 1, March 2019.

Ma'ruf and Chair, Ummul. 2020. The Influence of Work Motivation on Employee Performance at PT Nirha Jaya Tehnik Makassar in Brand Journal Vol 2 No 1.

Mujahideen, Ahmad. 2018. Procedures and Flow of Proceedings in Religious Courts. Yogyakarta: CV. Budi Utama.

Nurhalim, Tobing, Sudarsih. 2015. The Influence of Organizational Culture, Work Environment and Organizational Citizenship Behavior (OCB) on the Performance of Bank Indonesia Jember Branch Employees. UNEJ FE Management Journal.

Paramita, Ratna Wijayanti Daniar, et al. 2021. Quantitative Research Methods: Research Methodology Lecture Textbook for Accounting and Management Students. Lumajang. Widyagama Press. (E-BookPriadana, Sidik, et al. 2021. Quantitative Research Methods. Tangerang: Pascal Books. (E-Book).

Priyatno, Duwi. 2018. Correlation, Regression, and Multivariate Analysis Using SPSS. Yogyakarta: Gava Media.

Robbins and Judge, 2021. Organizational Behavior, 16th Edition, Ninth Edition, Jakarta. Salemba Four.

Robbins, Stephen. 2007. Management. Eighth edition/volume 2. Jakarta, PT. Grafindo.

Saputra, Rahayu and Andayani, Nur Rahmah. 2018. The Influence of Leadership and Work Motivation on Employee Performance in the Production Department at PT Cladtek Bi-Metal Manufacturing Batam. Journal of Applied Business Administration Vo.2, No.2, September 2018, pp.307-316.

Now, Uma. 2003. Research Methods for Business (A Skill Building Approach-

Fourth Edition). USA: Malloy Lithographing, Inc. (E-Book).

Shati, Irena Lara and Dewi, Arini Mustika. 2014. The Influence of Leadership, Organizational Culture and Work Motivation in Regional Tourism Companies in West Java Province. Journal of Economics, Business & Entrepreneurship (eJournal) Vol 8, No.1.

Sugiyono. 2022. Quantitative Research Methods. Bandung: Alphabeta.

Sumiati, Mia and Purbasari, RR Niken. 2019. The Influence of Work Motivation, Job Satisfaction and Work Ability on Employee Performance in Business and Accounting Journal Vol.21, No.1a-2, Nov 2019, Pg. 211-220

Surya, Josafat Eleazar. 2022. The Influence of Organizational Culture and Work Environment on Employee Performance. Journal of Management Science Volume 10 Number 3 pp. 759-768.

Published by:

Tindow, Mohammad Iman; Mekel, Peggy A.; Sendo, Greis M: 2014. Work Discipline, Motivation, and Compensation Influence on Employee Performance at Pt. Bank of North Sulawesi, Calaca Branch. EMBA Journal: Journal of Economics, Management, Business and Accounting Research Vol 2, No 2.

Tsauri, Sofyan. 2014. Performance Management. Jember : STAIN Jember Press

Wibowo, 2021. Organizational Culture, Second Edition, Sixth Edition, Depok. PT RajaGrafindo Persada.

Wibowo. 2022. Performance Management (Fifth Edition). Depok: PT. King Grafindo

Yulius, Yosandi. 2022. Human Resources Management. Jogjakarta: Indonesian KBM Publisher.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (http://creativecommons.org/licenses/by/4.0/)

Published by: