

The Effect of Work Discipline and Organizational Culture on Motivation and its Impact on Employee Performance in Water Tourism in Muara Enim Regency

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Abstract

This study aims to determine the effect of work discipline and organizational culture on motivation and its impact on employee performance in water tourism in Muara Enim Regency. This type of research is Associative. The sample in this study was employees at water tourism in Muara Enim Regency, totalling 87 people who were selected using a proportionate random sampling technique. The data used in this study are primary data with questionnaire data collection methods. The data analysis technique used is Structural Modeling Equation (SEM) with Program Applications. The results showed that: (1) Work discipline positively and significantly influenced employee motivation at Water Tourism, Muara Enim Regency. (2) There is a positive and significant influence of organizational culture on employee motivation in Muara Enim Regency Water Tourism. (3) Work discipline has a positive and significant effect on employee performance at Water Tourism, Muara Enim Regency. (4) There is a negative and insignificant influence between organizational culture on employee performance at Water Tourism, Muara Enim Regency. (5) Motivation has a positive and significant influence on employee performance at Water Tourism in Muara Enim Regency. (6) Motivation strengthens the influence of discipline on employee performance in Water Tourism, Muara Enim Regency. (7) Motivation strengthens the influence of organizational culture on employee performance at Water Tourism, Muara Enim Regency.

Keywords: Work Discipline, Organizational Culture, Motivation and Performance

JEL CODES: A1, M0, M5

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Introduction

Performance of an employee affects the success of an organization. According to Rivai and Sagala in Priansa (2018:269) performance is a real behavior that everyone displays as work

performance produced by employees according to their role in the organization. According to Kasmir (2016: 189), the factors that influence employee performance are abilities and expertise, knowledge, work plans, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline.

Motivation is an activity that can encourage not only others but also yourself, meanwhile, this motivation or encouragement is expected to be able to work better in the future. Motivation is an inner force that can arouse, direct and influence a person to have the intensity and persistence of voluntary behavior in doing the job.

Work discipline is a tool used by superiors to communicate with employees so that they are willing to change their behavior as well as an effort to increase one's awareness and willingness to obey all applicable organizational rules and social norms. Work discipline could be seen as something that has great benefits, both for the benefit of the organization and employees. For organizations, the existence of work discipline will ensure the maintenance of order and the smooth implementation of tasks, so the optimal results obtained and organizational targets would be achieved. And for employees, a pleasant working atmosphere will be obtained so that it will increase morale in carrying out work.

Organizational culture is a system of beliefs and values developed by the organization so that it guides the behavior of members of the organization itself. Organizational members will act in achieving organizational goals as guided by the organization through activity implementation instructions in the form of an operational procedure system. Organizational culture is the sharing of social knowledge within an organization regarding the rules, norms, and values that shape employee attitudes and behavior. In other words, sharing knowledge internalized by the leadership of the organization to all members of the organization regarding the rules, norms, and values so that the final result of the internalization process can shape the attitudes and behavior of members of the organization. Organizational culture is a shared perception held by members of the organization as an organizational value system adopted by members of the organization, which then affects the way members work and behave so that the value system or meaning system is able to distinguish one organization from another.

There are several things that become a phenomenon in Muara Enim Regency Water Tourism, namely the achievement of goals have not been achieved optimally, work standards are still not running optimally, lack of competence possessed by employees, lack of motivation from superiors, facilities felt by employees are still lacking. , there are still employees who are often late for work, and go home during working hours, there is still no self-assurance such as the absence of BPJS for labor and BPJS for health that employees receive, and there is still a lack of employee initiative towards situations and working conditions is in a tourist area.

2. Literature Review

2.1. The effect of work discipline on motivation

According to Saydam and Kadarisman in Erri & Fajrin (2018) said that work discipline is one of the factors influencing motivation. A similar study was conducted by Djoko Soelistya, Ade Septiarisna Warindra, Muhammad Rosyihudin, Moch Indah Hastomo Nugroho (2021) and according to Munawir Nasir, Rezky Ratnasari Typhoon, M Fadhil, Moh. Haerdiansyah Syahnur (2021). Proving that work discipline affects motivation. Phenomena in Water Tourism in Muara Enim Regency, what happens is that employees often don't come to work,

there are employees who go home during working hours, effective use of time, employees who arrive late.

2.2. The influence of organizational culture on motivation

According to Saydam and Kadarisman in Erri & Fajrin (2018) said that organizational culture or work culture is one of the factors influencing motivation. Similar studies were carried out by Alfred Lasarudin, Tanto Gatot Sumarsono, Mokhamad Natsir (2021) and according to Usman Hakim (2020). Proving that organizational culture has a positive and significant effect on employee motivation. The phenomenon at Water Tourism in Muara Enim Regency, where there is no BPJS guarantee, complains about the lack of firmness from superiors. Initiative is still a bit lacking in employee initiative towards the situations and conditions that exist in tourism.

2.3. The effect of work discipline on performance

According to Kasmir (2016: 189) one of the factors that influence employee performance is work discipline. A similar study was conducted by Wulan Purmasari. Ratna Ekasari. Isa Madjid (2019). And according to Munawir Nasir. Rezky Ratnasari Typhoon. M Fadhil. Moh. Haerdiansyah Syahnur (2021). Proving that work discipline has a positive and significant effect on performance. The phenomenon in Water Tourism in Muara Enim Regency that occurs for work discipline variables is that employees often do not come to work, there are employees who go home during working hours, do not use time effectively, do not comply with regulations regarding employees who arrive late.

2.4. The influence of organizational culture on performance

According to Kasmir (2016: 189), one of the factors that influence employee performance is organizational culture. A similar study was conducted by Athins. Nurwati. Sinarwaty (2018). Proving that organizational culture has a positive and significant influence on employee performance. Phenomenon in Water Tourism, Muara Enim Regency, which occurs in organizational culture variables, there is no BPJS guarantee for employees who complain about the lack of firmness in their attitude.

2.5. The effect of motivation on performance

According to Kasmir (2016: 189) one of the factors that influence employee performance is motivation. A similar study was carried out by Dwi Irawati, Sri Langgeng Ratnasari and Herni Widiyah Nasrul (2019) and Wulan Purnasari. Ratna Ekasari. Isa madjid. (2019). Proving that work motivation has a positive and significant effect on performance. The phenomenon in Muara Enim Regency Water Tourism that occurs for work motivation variables, the remuneration received by employees is very far from the UMR or UMK, the facilities provided are inadequate, the working conditions of employees are in the field and even some employees complain about work because they work standing a lot because to control security and convenience of tourist sites, working conditions with erratic working hours

2.6. The effect of work discipline on motivation and its impact on performance

According to Saydam and Kadarisman in Erri & Fajrin (2018) said that work discipline is one of the factors influencing motivation. According to Kasmir (2016: 189) one of the factors that influence employee performance is work discipline and motivation. A similar study was

conducted by Wulan Purmasari. Ratna Ekasari. Isa madjid. (2019). Proving that work discipline has a positive and significant effect on employee motivation. The results show that work motivation has a positive and significant effect on employee performance. The phenomenon in Water Tourism in Muara Enim Regency that occurs for work discipline variables is that employees often do not come to work, there are employees who go home during working hours, do not use time effectively, do not comply with regulations regarding employees who arrive late. The phenomenon in Water Tourism in Muara Enim Regency that occurs for work motivation variables, the remuneration received by employees is very far from the UMR or UMK, the facilities provided are inadequate, the working conditions of employees are in the field and even some employees complain because they work a lot standing up because to control security and the convenience of tourist sites, working conditions with erratic working hours.

2.7. The influence of organizational culture on motivation and its impact on performance

According to Saydam and Kadarisman in Erri & Fajrin (2018) said that organizational culture is one of the factors influencing motivation. According to Kasmir (2016: 189) one of the factors that influence employee performance is organizational culture and motivation. A similar study was conducted by M Sholahuddin Al-Ayyubi (2019). And Alfred Lasarudin, Tanto Gatot Sumarsono, Mokhamad Natsir (2021). And Usman Hakim. (2020). Proving that organizational culture has a significant effect on work motivation. That organizational culture and work motivation affect employee performance variables The phenomenon in Water Tourism in Muara Enim Regency, which occurs in organizational culture variables, is that there is no BPJS guarantee for employees who complain about the lack of firmness in their attitude. The phenomenon that occurs for the work motivation variable, the remuneration received by employees is very far from the UMR or UMK, the facilities provided are inadequate, the working conditions of employees are in the field and even some employees complain because they work a lot standing because to control the safety and comfort of tourist sites, conditions work with erratic working hours. The frame of mind that the writer uses in this study is to explain the influence or relationship between the variables studied. The variables used consist of independent variables (X1 and X2), dependent variables (Y) and intervening variables (Z). The frame of mind is that the variable work discipline (X1) and organizational culture (X2) have an effect on the performance variable (Y) with work motivation variable (Z) as the intervening variable. The framework for this research can be seen in the figure below:

3. Research Methods

The hypothesis testing proposed in this study is classified into the dependent variable and the independent variable. This study uses 1 (one) dependent variable, 2 (two) independent variables, and 1 (one) intervening variable. The dependent variable in this study is Performance (Y), while the independent variable consists of Work Discipline (X1), Organizational Culture (X2), and the intervening variable is Motivation (Z). The populations in the study were all employees in Muara Enim Regency Water Tourism, namely 111 employees. that consists of 63 employees at Shuji Lembak Lake Water Tourism and 48 employees at Waterboom Gelumbang. So the total number of samples in this study was 87 the technique that will be used for sampling is probability sampling (a sampling technique that provides equal opportunities for each member of the population to be selected as a sample member) with proportionate random sampling technique. to take samples from members of

the population by using a random method without regard to the strata in the population. Data collection methods used in this study were questionnaires and documentation. The documentation method is by collecting data and documents such as profiles and so on. The questionnaire method is the answer from the respondents to a series of questions related to the influence of work discipline and organizational culture on employee performance of work motivation as an intervening variable in Muara Enim Regency Water Tourism. The path analysis method with the analytical technique used is Structural Equation Modeling (SEM) analysis.

Tabel 1. Definisi Operasionalisasi Variabel

Variabel Penelitian	Definisi Operasionalisasi	Indikator
Kinerja Karyawan (Y)	Suatu hasil kerja dari proses kerja karyawan yang telah memenuhi syarat atau standar kerja yang ditetapkan oleh Wisata Air Kabupaten Muara Enim.	1. Tujuan 2. Standar kerja 3. Kompetensi 4. Motif
Motivasi (Z)	Proses psikologi yang membangkitkan, mengarahkan dan penggerak akan menjaga perilaku manusia secara terus-menerus untuk mencapai suatu tujuan Wisata Air Kabupaten Muara Enim.	1. Balas jasa 2. Fasilitas 3. Kondisi kerja
Disiplin kerja (X ₁)	Semua peraturan organisasi dan norma-norma sosial yang berlaku harus dengan ditaati dengan kesadaran dan kesediaan seseorang di Wisata Air Kabupaten Muara Enim.	1. Tidak mangkir dalam bekerja. 2. Penggunaan waktu yang efektif 3. Mematuhi peraturan
Budaya Organisasi (X ₂)	Persepsi bersama yang dianut oleh anggota organisasi untuk memengaruhi cara bekerja dan berperilaku dari anggota dan sistem nilai Wisata Air Kabupaten Muara Enim.	1. Jaminan diri 2. Ketegasan dalam bersikap 3. Inisiatif

4. Results And Discussion

4.1. Model Testing with Path Analysis

Based on the conceptual framework and the research hypothesis, the selection of the analysis model was carried out. To analyze the causal relationship between variables and test the research hypothesis mathematically, the analytical tool used in this research is path analysis using AMOS software. With path analysis of Direct and Indirect Effects, estimation of the causal influence between variables and the position of each variable in the path, both directly and indirectly, will be carried out.

Model I line Effect of work discipline and organizational culture on motivation

$$Z = \rho_{ZX1}X1 + \rho_{ZX2}X2 + \epsilon_1$$

Model II line The influence of work discipline and organizational culture on motivation and its impact on performance

$$Y = \rho_{YX1}X1 + \rho_{YX2}X2 + \rho_{YZZ} + \epsilon_2$$

Information :

Y = Performance

Z = Motivation

X1 = Work Discipline

X2 = Organizational Culture

ρ = Variable Regression Coefficient

ϵ = Standard Errors

The path calculation explains the influence of the independent variables either directly or indirectly on the dependent variable through intervening variables. Before testing whether there is direct and indirect influence, each path is tested to be significant first. If there is a path that is not significant, then the trimming theory is applied, namely by eliminating or deleting the path that is not significant. Then, from the results of the new structure, each path coefficient is recalculated. Based on these results, it can be seen the magnitude of the direct and indirect influence as well as the total effect.

The calculation step is to calculate the direct and indirect effects as well as the total influence of the independent variables on the dependent variable through the intermediary variables and then calculate the residual variable (ϵ) or residual variables, namely variables other than the independent variable and intermediary variables which also affect the dependent variable but are not included in the research model.

Model Testing With Path Analysis

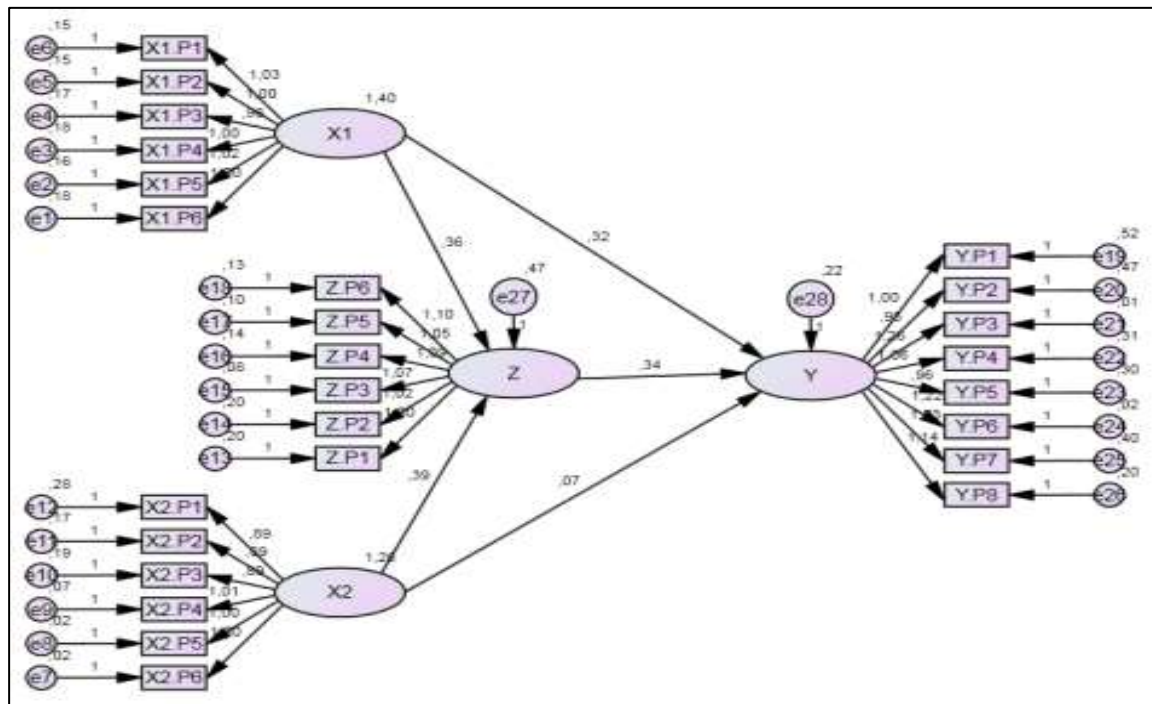


Figure 1. Result SEM

The form of the standard equation in this study was obtained as follows:

$$Z = \rho_{ZX1}X1 + \rho_{ZX2}X2 + \varepsilon_1$$

$$Z = 0.361 X_1 + 0.389 X_2 + \varepsilon$$

$$Y = \rho_{YX1}X1 + \rho_{YX2}X2 + \rho_{YZ}Z + \varepsilon_2$$

$$Y = 0.315 X_1 + 0.071 X_2 + 0.345 Z + \varepsilon$$

Hypothesis test

From the estimation results using the Path Analysis method, the partial hypothesis test values were obtained in the following table:

Tabel 2. Estimate Result Path Analysis

			Estimate	S.E.	C.R.	P	Label
Z	<---	X1	,361	,069	5,255	***	
Z	<---	X2	,389	,071	5,492	***	
Y	<---	X1	,315	,063	5,040	***	
Y	<---	X2	,071	,056	1,277	,202	
Y	<---	Z	,345	,087	3,985	***	

Sumber : AMOS, 2022

Direct influence

1. The effect of work discipline on motivation is 0.361. It means that the variable of work discipline on employee motivation is 0.361
2. The influence of organizational culture on motivation 0.389 This means that the variable of organization culture on motivation is 0.389
3. The effect of work discipline on performance is 0.315. It means that the variable of work discipline on employee performance is 0.315
4. The influence of organizational culture on performance is 0.071. It means that the variable of organization culture on performance is 0.071. The influence of motivation on performance is 0.345. It means that the motivational variable on performance is 0.345.

Indirect influence

1. The effect of work discipline on motivation and impact on performance = $(0.361) \cdot (0.345) = 0.124545$ The estimation results show that the value of the work discipline variable is 0.361 and the value of the motivational intermediary variable is 0.345 resulting in a performance variable value of 0.124545
2. The influence of organizational culture on motivation and impact on performance = $(0.389) \cdot (0.345) = 0.134205$ The estimation results obtained that the value of the organizational culture variable is 0.389 and the value of the motivational intermediary variable is 0.345 resulting in a performance variable value of 0.134205

Total Effect (Total Effect)

1. The effect of work discipline on performance Total influence = direct influence + indirect influence $TE = 0.315 + 0.124545 = 0.439545$. Based on the statement above, it could be obtained that the work discipline variable has an effect on performance to the total value obtained of 0.439545.
2. The influence of organizational culture on performance Total influence = direct influence + indirect influence $TE = 0.071 + 0.134205 = 0.205205$.

Based on the statement above, it could be obtained that the organizational culture variable has an effect on performance to the total value obtained of 0.205205.

Hypothesis test

From the estimation results using the Path Analysis method, the partial hypothesis test values are obtained in the following table:

Table 3 Estimation Result Path Analysis

			Estimate	S.E.	C.R.	P	Label
Z	<---	X1	,361	,069	5,255	***	
Z	<---	X2	,389	,071	5,492	***	
Y	<---	X1	,315	,063	5,040	***	
Y	<---	X2	,071	,056	1,277	,202	
Y	<---	Z	,345	,087	3,985	***	
Sumber : AMOS, 2022							

This test has done by comparing the t-count with the t-table. In the estimation method using the Path Analysis method, the Critical value (CR) is the same as the t value (count) in the OLS regression to P is the probability level of significance with *** significant at 0.01 (1%), but the significance level, 0.05 (5%) P value (significance probability) will still appear in the estimation table.

Tabel 4. Summary

No	Line	Intervening Variable	Direct effect	Indirect Effect	Total Effect
1	discipline - motivation	-	0.361		0/361
2	Culture - motivation	-	0.389		0.389
3	discipline–Performance	Motivation	0.315	0.124545	0.439545
4	Culture – Performance	Motivation	0.071	0.134205	0.205205
5	Motivasi – kinerja	-	0.345		0.345

Sumber : AMOS, 2022

Based on the table above, it could see that the direct influence, indirect effect, and total effect could see, which described as follows:

- The effect of work discipline on motivation, based on the table above, shows 0.361, which means that if work discipline increases, it will increase motivation or vice versa. Based on the test results, the effect of work discipline on motivation is proven to be significant.
- The influence of organizational culture on motivation, based on the table above, shows 0.389, which means that if organizational culture increases, it will increase motivation or vice versa. Based on the test results, the influence of organizational culture on motivation proved significant.
- The effect of work discipline on performance, based on the table above, shows 0.315, which means that if work discipline increases, it will increase performance or vice versa. Based on the test results, the effect of work discipline on employee performance is proven to be significant.
- The influence of organizational culture on performance, based on the table above, shows 0.071 which means that organizational culture does not increase employee performance. Based on the test results, there is no significant effect of organizational culture on employee performance.

- e. The effect of motivation on performance, based on the table above, shows 0.345, which means that if motivation increases, it will increase performance or vice versa. Based on the test results, the effect of motivation on employee performance proved significant.
- f. The direct effect of work discipline on performance is 0.315 while the indirect effect of work discipline on performance with motivation as an intermediary variable is 0.124545 and the total effect is 0.439545.
- g. The direct effect of organizational culture on performance is 0.071 while the indirect effect of organizational culture on performance with motivation as an intermediary variable is 0.134205 and the total effect is 0.205205.

Discussion

1. The Influence of Work Discipline on Employee Motivation in Water Tourism, Muara Enim

- a. The CR-value or t count is 5.255, with a significance of $P\ 0.000 < 0.05$. And supported by the path coefficient value = $Z = 0.361\ X1$. It means that work discipline has a significant effect on employee motivation in Muara Enim Regency Water Tourism.
- b. Saydam and Kadarisman Erri, and Fajrin (2018) suggest that external factors originating from outside the employee can also affect motivation, namely work discipline.
- c. A similar study has conducted by Djoko Soelistya. Ade Septiarisna Warindra. Muhammad Rosyihudin. Moch Indah Hastomo Nugroho (2021) and according to Munawir Nasir. Rezky Ratnasari Taufan. M Fadhil. Moh. Haerdiansyah Syahnur (2021). Proved that work discipline affects motivation.

2. The influence of organizational culture on employee motivation in Muara Enim Regency Water Tourism.

- a. The CR-value or t-count value is 5.492, with a P significance of $0.000 < 0.05$. And supported by the path coefficient value = $Z = 0.389\ X2$. It means that organizational culture has a significant effect on employee motivation at Muara Enim Regency Water Tourism
- b. Saydam and Kadarisman Erri and Fajrin (2018) suggest that external factors originating from outside the employee can also affect motivation, namely organizational culture.
- c. Similar studies have been conducted by Alfred Lasarudin, Tanto Gatot Sumarsono, and Mohamad Natsir (2021) and according to Usman Hakim (2020). Proving that organizational culture has a positive and significant effect on employee.

3. The effect of work discipline on employee performance in Water Tourism, Muara Enim Regency.

- a. The CR-value or t-count value is 5.040, with a significance of $P\ 0.000 < 0.05$. And it is supported by the path coefficient value = $Y = 0.315\ X1$ which means that work discipline

has a significant effect on employee performance at Water Tourism, Muara Enim Regency.

- b. According to Kasmir (2016: 189), the factor that affects employee performance is work discipline.
- c. A similar study was conducted by Munawir Nasir. Rezky Ratnasari Taufan. M Fadhil. Moh. Haerdiansyah Syahnur (2021). Proving that work discipline has a positive and significant effect on performance. Not in line with similar research according to Djoko Soelistya. Ade Septiarisna Warindra. Muhammad Rosyihudin. Moch Indah Hastomo Nugroho (2021). Work discipline has no significant effect and can improve performance.
- d. The reason this research is different is that the research has been conducted by Munawir Nasir. Rezky Ratnasari Taufan. M Fadhil. Moh. Haerdiansyah Syahnur (2021). the population of 20 employees, multiple linear regression analysis techniques. the research has been conducted by Djoko Soelistya. Ade Septiarisna Warindra. Muhammad Rosyihudin. Moch Indah Hastomo Nugroho (2021) Total population 100, SEM analysis technique using path analysis.

4. The influence of organizational culture on employee performance in Water Tourism, Muara Enim Regency.

- a. The CR-value or t-count value is 1.277, with a significance of $P\ 0.202 > 0.05$. And supported by the path coefficient value = $Y = 0.071 X_2$. It means that organizational culture has a negative and insignificant effect on employee performance at Water Tourism, Muara Enim Regency.
- b. According to Kasmir (2016: 189), the factor that affects employee performance is organizational culture.
- c. Similar research according to Dwi Irawati, Sri Langgeng Ratnasari, and Herni Widiyah Nasrul (2019). And according to Munawir Nasir. Rezky Ratnasari Taufan. M Fadhil. Moh. Haerdiansyah Syahnur. (2021). That organizational culture has a negative and insignificant effect on performance. However, this research is not in line with the research according to Djoko Soelistya. Ade Septiarisna Warindra. Muhammad Rosyihudin. Moch Indah Hastomo Nugroho (2021) that work discipline has no significant effect and can improve performance
- d. The reason this research is different is because of the research conducted by Munawir Nasir. Rezky Ratnasari Taufan. M Fadhil. Moh. Haerdiansyah Syahnur (2021). the population of 20 employees, multiple linear regression analysis techniques. Dwi Irawati, Sri Langgeng Ratnasari, and Herni Widiyah Nasrul (2019) the sample of 100 respondents. Sampling using non-probability sampling method using purposive sampling. The data analysis technique used multiple linear regression. While the research was conducted by Djoko Soelistya. Ade Septiarisna Warindra. Muhammad Rosyihudin. Moch Indah Hastomo Nugroho (2021) Total population 100, SEM analysis technique using path analysis.

5. The effect of motivation on employee performance in Water Tourism, Muara Enim Regency.

- a. The CR-value or t-count value is 3.985, with a significance of $P = 0.000 < 0.05$. And supported by the path coefficient value $= \gamma = 0.345Z$. This means that motivation has a significant effect on employee performance at Water Tourism, Muara Enim Regency.
- b. According to Kasmir (2016: 189), the factor that affects employee performance is motivation.
- c. Similar studies were conducted by Dwi Irawati, Sri Langgeng Ratnasari and Herni Widiyah Nasrul (2019), and Wulan Purmasari. Ratna Ekasari. Isa madjid. (2019). Proving that work motivation has a positive and significant effect on performance.

6. The effect of work discipline on motivation and its impact on employee performance at Water Tourism, Muara Enim Regency.

- a. The direct effect of discipline on performance is 0.315 even the indirect effect (through motivation) is 0.439545. It means that motivation strengthens the influence of discipline on performance.
- b. Motivation strengthens work discipline because there are problems with motivation related to the lack of facilities felt by employees, no remuneration other than salaries, and employees who do not get a day off in one week, so water tourism in Muara Enim Regency needs to improve or increase motivation so that perform better.

7. The influence of organizational culture on motivation and its impact on employee performance at Water Tourism, Muara Enim Regency.

- a. The direct effect of organizational culture on performance is 0.071 even the indirect effect (through motivation) is 0.205205. It means that motivation strengthens the influence of organizational culture on performance.
- b. Motivation strengthens organizational culture because there are problems with motivation related to the lack of facilities felt by employees, no remuneration other than salary, and employees who do not get a day off in one week, so water tourism in Muara Enim Regency needs to improve or increase motivation so that perform better.

5. Conclusion

There is a positive and significant effect of work discipline on employee motivation at Water Tourism, Muara Enim Regency. There is a positive and significant influence of organizational culture on employee motivation in Muara Enim Regency Water Tourism. There is a positive and significant influence of work discipline on employee performance at Water Tourism, Muara Enim Regency. There is a negative and insignificant influence between organizational culture on employee performance at Water Tourism, Muara Enim Regency. There is a positive and significant influence of motivation on employee performance at Water Tourism, Muara Enim Regency. Motivation strengthens the influence of discipline on employee performance in Muara Enim Regency Water Tourism. Motivation strengthens the influence of organizational culture on employee performance at Water Tourism, Muara Enim Regency.

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