



The Influence of Motivation and Organizational Culture on the Performance of the House of Representatives (DPR) With Work Stress as an Intervening Variable in Aceh Province

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Abstract

The performance of members of the People's Representative Council (DPR) in carrying out their duties is often criticized. Either because of his policies or because of his personality which is considered less effective. Therefore it is necessary to test whether there is an influence of motivation and organizational culture on the performance of the people's representative council (DPR) with work stress as an intervening variable in Aceh Province. This study uses economics, this research is verification. This research refers to the first rule, so the researcher determines the number of samples using the maximum likelihood estimation method of 81 respondents. The results of the study show that motivation has a very large influence on the performance of the Aceh Province DPR. Because with the motivation of the DPR, they will have enthusiasm in working and carrying out the assigned tasks. In addition, organizational culture also has a very large influence on the performance of the Aceh Provincial Parliament. Because with relevant habits in carrying out their duties. Then the work that has been set will be easier to do. So it can be concluded that motivation and organizational culture have a very large influence on the performance of the Aceh DPR.

Keywords: Motivation, Organizational Culture, Performance, House of Representatives, Work Stress

Introduction

Organizational success certainly depends on several aspects, especially due to the influence of motivation and organizational culture within the institution (Salovey and Mayer, 2006). Motivation has become a fairly important part in running the wheels of an institution. Because members in a company will not work optimally if their motivation is too low. As according to Edy (2009), motivation is a factor that encourages a person to carry out a certain activity, therefore motivation is often also interpreted as a driving factor for one's behavior. According to Rivai (2013) Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals.

According to Maslow in Edy (2009) that there are five levels of the hierarchy of needs, and this is used as an indicator of motivation, namely: first, physiological needs, namely the needs of life from death, this need is the most basic level in the form of the need for food, drink, housing, clothing, rest, and which a person must fulfill in his efforts to defend himself. Second, the need for safety, namely the need for self-protection from threats, danger, conflict, and the environment. Third, the need for social relations (affiliation), namely the need to live together with other people.

Fourth, the need for recognition (esteem), namely the need to be respected and valued by others. Fifth, the need for self-actualization, namely the need to fulfill oneself optimally using abilities, skills and potential. Another factor that can influence employee motivation is organizational culture. The problem that often occurs is how companies/organizations try to improve the performance of their employees, including by motivating employees' work through an organizational culture that is in accordance with employee expectations.

Another name for this component is hierarchy. In this hierarchy there are levels or positions of authority from the highest, namely the leader and the lowest, are the subordinates. From the above opinion it is known that the organization is a collection of work groups that have the same goals are in one unit, composed of rights, obligations, authorities, functions and responsibilities that are interconnected between one another. (Robbins & Judge, 2011; Purba et al., 2018; Syafrizal et al., 2022) defines organizational culture as a differentiator between one organization and another with different characteristics. According to Robbins & Judge (2011) organizational culture certainly has different understandings. Therefore, it is hoped that there will be unity of difference in understanding the importance of organizational culture (Hakim & Kusdiyanto, 2010; Siahaan et al., 2022; Amin et al., 2021) In organizational culture communication is very necessary in convincing and influencing aspects of other people's lives . So that organizational culture is able to break the consequences of changing organizations when it is well planned. Organizational culture can also be a supporter or even an obstacle in an organizational change process. Then Jumadi (2005) explains the types of organizational culture are divided into three, namely: 1) positive culture, 2) negative culture, and 3) neutral culture.

From this description it can be seen that organizational culture in institutions is a paradigm that forms a level, belief and desire that arises from oneself related to work to get qualified and competent members. As we know in an organizational culture there are formal and non-formal. Of course, if done well, it will create an effective organizational system. Furthermore, it will make a healthy system. In this case an institution must make an agenda so that the relationship in the institution continues to run well. The fact that has been circulating in the phenomenon that has been described recently is that there is an employee performance at the Aceh DPR Secretariat which is considered to be far from qualified. This can be seen from the realization of the achievement of performance targets which every year do not reach the targets as set out in the Strategic Plan so that they are not in accordance with the DPA (Budget Executing Document). The situation as described above will also have an impact on the decreased performance of some employees at the Aceh DPR Secretariat. This can be seen from the number of employees who neglect their main duties and functions, as well as their responsibilities optimally in providing services to members of the Aceh DPR.

The large number of party officials currently serving as members of the people's representative council is one form of the implementation of a democratic party. However, their work is not finished. They have to carry out various jobs aimed at prospering the people in Aceh. Implementation of duties as a member of the DPR certainly requires various sectors that can encourage individuals to be more enthusiastic about carrying out their duties. Therefore, it is necessary to deepen to find out whether motivational factors, facilities to organizational culture have an influence on the decline in the quality of performance in the Aceh DPR.

Therefore, in order to clearly know the influence of the factors mentioned above, it is necessary to conduct empirical research. Based on the description above, the authors feel interested in conducting research with the title: "the influence of motivation and organizational culture on the performance of the people's representative council (DPR) with work stress as an intervening variable in Aceh Province".

Literature Review

Motivation

Motivation according to Mangkuprawira & Hubeis (2007) is the encouragement that makes employees do something in a way to achieve certain goals. Meanwhile, according to Robbins and Coulter (2014), motivation refers to the process in which a person's efforts are energized, directed and sustained towards achieving a goal. Another definition put forward by Kreitner and Kinicki (2003) states that motivation is a psychological process that arouses and directs behavior towards achieving goals or goal-directed behavior.

Referring to the idea expressed by Robbins and Judge (2011), that the definition of motivation is as a process that explains a person's strength, direction, and persistence in an effort to achieve a goal. According to Kinman and Kinman (2001), motivation has three qualities that are included in each definition, namely: (1) Assuming there is power from within, (2) Motivating to work, (3) Determining the direction of action. The definition of motivation is also conveyed by Duttweiler (2006) is a factor that drives, directs and supports continuously increasing results. While the opinion expressed according to Dessler (2006), most psychologists believe that all motivation comes from a tension that occurs when one or more important needs are not met.

Motivation is the provision of driving force that creates enthusiasm for someone's work so that they want to cooperate, work effectively and integrate with all efforts to achieve the desired goals (Hasibuan, 2006; Amal et al., 2022). Furthermore, employees who have high motivation will be able to carry out their work better, compared to employees who do not have motivation (Ali, 2005; Ingtyas et al., 2021). Furthermore Soegiri (2004) in Brahmasari and Suprayetno (2008), states that the relationship of motivation, work passion and optimal results has a linear form in the sense that by providing good work motivation, employee morale will increase and work results will be optimal in accordance with established organizational performance standards.

Motivation is a state or condition that encourages, stimulates, moves a person to carry out an activity in order to achieve his goals (Marayasa and Faradila, 2019; Purba et al., 2019). The most important benefit of motivation is to create passion for work, thereby increasing work productivity. Motivation is closely related to work productivity, because the higher a person's level of motivation, he will be eager to complete work faster and with quality according to set standards. Ishaya (2017) states that by providing high motivation to employees, the higher the work productivity of these employees. Motivation is defined as how individuals direct their power and potential so that they are willing to work together productively and enthusiastically to achieve and realize predetermined goals (Hasibuan, 2016). The importance of motivation given to employees will make employees more enthusiastic in carrying out the tasks assigned to these employees.

248 Another research was conducted by Marlapa and Mulyana (2020) who examined workers at PT Denso Indonesia Plan 2 Cibitung Bekasi, West Java. This study uses multiple linear regression analysis. The results of the study found that work motivation can increase employee work productivity.

Organizational culture

Organizational culture is a system of shared understanding held by members of an organization that distinguishes the organization from other organizations (Robbins, 2006). Organizational culture is a controller and direction in shaping the attitudes and behavior of members in an organization. Individually or in groups, a person will not be separated from the organizational culture and in general, members of the organization will be influenced by the diversity of existing resources. In addition to organizational culture, emotional intelligence possessed by employees can also play an important role in achieving the performance of both employees and the organization.

Furthermore David (2004) stated that organizational culture is a pattern of behavior developed by an organization which it learns when experiencing problems of external adaptation and internal integration, which have proven good enough to be validated and taught to new members as a way to realize, think and feel. Each of these characteristics occurs on a continuum from low to high. So by assessing the organization based on these seven characteristics, a composite picture of an organization's organizational culture will be obtained. WT Heelen and Hunger (1986) in Sopiah (2008) specifically stated a number of important roles played by corporate culture, namely:

1. Helps create a sense of identity for workers
2. Can be used to develop a personal bond with the company
3. Helping the stability of the company as a social system.
4. Presenting guidelines as a result of the norms of behavior that have been formed.

Finally, briefly it can be said that organizational culture plays a very important role in supporting the creation of an effective organization. Researchers have attempted to identify and measure several types of organizational culture in order to study the relationship between organizational effectiveness and type. This search is driven by the possibility that certain cultures are more effective than others. According to Kreitner and Kinicki (2003) that in general there are three (3) types of organizational culture namely constructive culture, passive-defensive culture, and defensive-aggressive culture.

Performance

Performance is the result of work that can be achieved by a person or group of people in the organization. In accordance with the respective authorities and responsibilities, in the context of efforts to achieve the goals of the relevant organization legally, not violating the law and in accordance with morals and ethics. According to Simanjuntak (2005) performance is the level of achievement of certain results or tasks. Company performance is the level of achievement of results in order to realize company goals. Performance management is the overall activity carried out to improve the performance of a company or organization, including the performance of each individual and work group in the company. Meanwhile, according to Hariandja (2008) performance is the result of work produced by employees or real behavior that is displayed according to their role in the organization.

Based on some of the meanings above, it can be concluded that employee performance is the result achieved by a person in carrying out the tasks assigned to him according to predetermined criteria. To achieve good performance, the most dominant element is human resources, even though the planning has been arranged properly and neatly but if the people or personnel who carry out it are not qualified and do not have high work enthusiasm, then the plans that have been prepared will be in vain. . The work results achieved by an employee must be able to make an important contribution to the company in terms of quality and quantity that is felt by the company and is of great benefit to the interests of the company in the present and in the future.

Performance Indicator

Performance is basically what employees do or don't do. Employee performance is what affects how much they contribute to the organization, the contribution that employees can make to their organization. According to Mangkunegara (2008) performance indicators, namely :

- a) Quality of work, reflecting an increase in the quality and standard of work that has been determined previously, usually accompanied by an increase in capacity and economic value.
- b) Quantity of output, reflects the increase in volume or amount of an activity unit that produces goods in terms of quantity. The quantity of work can be measured through the addition of physical values and goods from previous results.
- c) Reliability or not, reflects how a person completes a job assigned to him with a high level of accuracy, willingness and enthusiasm.
- d) Cooperative attitude, reflects an attitude that shows high cooperation among people and attitudes towards superiors, as well as towards employees from other companies.

From the description above, the authors conclude that employees are expected to be able to improve the quality of their work, whether they can be relied upon, as well as attitudes towards other company employees and cooperation between co-workers. Leaders also in this case can motivate their employees to improve their performance.

Research Method

This study uses economics with a focus on human resource management to determine the effect of motivation, training and organizational culture on performance and work stress for members of the DPR. Explanatory research is used in this study to find and limit research so that it is applicable and researchable (Zikmund, 2000). This research is a verification which according to Nazir (2017) explains the verification research design is a research method that aims to determine the causal relationship (cause and effect) between variables through a hypothesis testing using statistical calculations, and in the end the results will be obtained proving that shows the hypothesis accepted or rejected.

The variables used are organizational culture and motivation as independent variables; Performance as an intervening variable; and work stress as the dependent variable. All data from variables were processed using a structural equation model analysis with a partial least squares approach that was processed in SmartPLS software. This research was conducted at the Aceh regional parliament office. The population in this study are members of the DPR in Aceh. This
250 research refers to the first rule, so the researcher determines the number of samples using the maximum likelihood estimation method of 81 respondents. The sampling technique has 2 techniques namely, Probability Sampling and Nonprobability Sampling (Malhotra, 2010). To analyze quantitative data in this study will use SEM-Partial Least Square (PLS) data analysis techniques using SmartPLS 3.0 software.

Result and Discussion

The Effect of Motivation on Performance

Every organization always expects its members to have high work motivation, because high work motivation will improve their performance. The importance of motivation is the provision of driving force that creates the excitement of one's work so that they want to work together, work effectively and integrate with all their efforts to achieve satisfaction (Hasibuan, 2016). Apart from being determined by their work motivation, employee performance is also determined by their job satisfaction (Hasibuan, 2016). Employees who have high work motivation will work according to applicable standards and according to the set time, require little supervision, and build a conducive work atmosphere to work. The better the motivation given to employees, the employee job satisfaction will increase.

Kartika et al. (2022) conducted research on 355 workers who did WFH during the Covid-19 pandemic. The results of this study found that employee motivation has a direct effect on employee job satisfaction. In addition, Sudiardhita et al. (2018) also found that employee motivation has a direct effect on employee job satisfaction. Motivation is a state or condition that encourages, stimulates, moves a person to carry out an activity in order to achieve his goals (Marayasa and Faradila, 2019; Ade galih et al., 2018). The most important benefit of motivation is to create passion for work, thereby increasing work productivity. Motivation is closely related to work productivity, because the higher a person's level of motivation, he will be eager to complete work faster and with quality according to set standards.

Ishaya (2017) states that by providing high motivation to employees, the higher the work productivity of these employees. Motivation is defined as how individuals direct their power and potential so that they are willing to work together productively and enthusiastically to achieve and realize predetermined goals (Hasibuan, 2016). The importance of motivation given to employees will make employees more enthusiastic in carrying out the tasks assigned to these employees. Another research was conducted by Marlapa and Mulyana (2020) who examined workers at PT Denso Indonesia Plan 2 Cibitung Bekasi, West Java. This study uses multiple linear regression analysis. The results of the study found that work motivation can increase employee work productivity.

The Effect of Organizational Culture on Performance

Organizational culture is the personality of a company that is grown by a value system that creates norms regarding behavior that is reflected in the perceptions, attitudes and behavior of people in the organization or company. Thus, culture influences most aspects of organizational or company life. According to Sutrisno (2010) states that: Organizational culture that is truly managed as a management tool will influence and be a driving force for employees to behave positively, dedicatedly and productively. These cultural values are not visible, but are the forces that drive behavior to produce performance effectiveness.

Kreitner and Kunicki in Sopiah (2008) argue that: Individual work performance or achievements are strongly influenced by national culture which is the inspiration for the birth of organizational culture. If the company has a good organizational culture, job satisfaction will be high and have an impact on improving performance. Conversely, if the organizational culture is not healthy then it will trigger a decrease in the performance of individual members of the organization which in turn will affect organizational performance. Mulyadi (2012) in his journal concluded that: "There is a positive and significant influence between organizational culture on employee performance at the Department of Highways and Irrigation, Karawang Regency."

Effect of motivation on Job Stress

Motivation is the impetus for a series of processes of human behavior in achieving goals (Wibowo, 2014). According to Maslow in Morhead & Griffin (2013: 90) these indicators are as follows: Basic needs such as sex, food and air, Safety and security which includes housing and clothing, The need to be accepted by peers, The need for self-image and self-esteem, Realizing self-potential. Meanwhile, according to Rivai (2013) motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are a force that can encourage individuals to behave towards goals. Work stress is a condition of tension that creates physical and psychological imbalances that affect emotions, thinking processes, and the condition of an employee.

According to Morhead & Griffin (2013) these indicators are as follows: Physical demands, role demands, interpersonal demands, life changes, life trauma. Meanwhile according to Mangkunegara (2008), stress is something that involves the interaction between the individual and the environment, namely the interaction between simultaneous and response. So stress is a consequence of every action and environmental situation that creates excessive psychological and physical demands. Job stress will arise when there is a gap between individual abilities and the demands of the job.

The Influence of Organizational Culture With Job Stress

Organizational culture is the values, principles, traditions, and attitudes that influence the way members of the organization act. In this case, the cultural keyword lies in collective programming which describes a process that binds each individual as soon as the individual is born into the world (Robbins and Coulter, 2014). This process certainly requires an activity that is positive and in accordance with the target. However, to achieve all that can not always run smoothly. There will be various obstacles that can become obstacles in achieving the goal. Thus, this process can create comfort or even have an impact on stress because it is not according to the predetermined plan.

Job stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes, and condition of an employee. As a result, members will develop various kinds of stress symptoms that can interfere with their work (Rivai and Sagala, 2013). Symptoms of stress experienced by members are mostly caused by differences of opinion and because planning is not in accordance with what you want to achieve. Therefore, every organizational culture that has been running in the process needs to be evaluated if something is not appropriate. In addition, values that are considered good in the organization need to be maintained in order to create a comfortable atmosphere in the institution.

The Effect of Motivation on Performance with Job Stress as an Intervening Variable

Every organization always expects employees with high work motivation, because high work motivation will increase work productivity. The importance of motivation because motivation is something that causes, distributes, and supports human behavior so that they want to work hard and enthusiastically achieve optimal results (Hasibuan, 2016). Employees who are motivated to work will always contribute to the success of their organization, with the understanding that achieving organizational goals also means achieving personal goals, so when employees are motivated to be more productive at work of course this departs on the basis of fulfilling their personal needs so that satisfaction is realized (Azizah & Maulidina, 2019).

His research also found that job satisfaction is able to mediate the effect of motivation on work productivity of PT Njonja Meneer Semarang employees. So it can be explained that the motivation that is obtained from each job has a very significant influence on member performance. In addition, the motivation that is obtained will also have an impact on how the results of the work are and how the ability of the results of the work of the members to work. So that it can be seen whether members get comfort while on duty or stress in carrying out their work.

The Effect of Organizational Culture on Performance with Job Stress as an Intervening Variable

Talking about organizational culture, usually what is meant is the existence of the same perception among all members of the organization about the true meaning of life together. Djokosantoso (2005), organizational culture is shared beliefs and shared values that give meaning to members of an institution and make these beliefs and values a rule or guideline for behavior in the organization. This simple understanding actually means that in an organizational environment it is absolutely necessary to have a proper understanding of ways to act and behave that is good for the organization. The very basic implication is that the presence and existence of a person as a member of the organization will only be accepted by various other parties, such as direct superiors, management and colleagues at the same level if the person concerned is willing, able and willing to make various types of adjustments in his actions and behavior. thus reflecting his acceptance of the organizational culture.

Furthermore, work stress also affects the performance of members when associated with work. Robbins defines stress as a dynamic condition in which individuals are faced with opportunities, obstacles and desires and the results obtained are very important but cannot be ascertained (Robbins, 2006). Work stress that is too light will usually have unfavorable consequences for employees, for example employees feel bored with work so that performance decreases. Because performance is how a person is expected to function and behave in accordance with the tasks assigned to him. Any expectations regarding how a person should behave in carrying out tasks, means indicating a member's expected role in the organizational culture that exists in an institution. So that work stress in optimal conditions usually results in high performance, this kind of work stress condition is expected to appear in work situations so as to motivate employees to be able to work more productively.

Conclusion

In accordance with the research findings, it can be concluded that motivation has a very large influence on the performance of the Aceh Province DPR. Because with the motivation of the DPR, they will have enthusiasm in working and carrying out the assigned tasks. In addition, organizational culture also has a very large influence on the performance of the Aceh Provincial Parliament. Because with relevant habits in carrying out their duties. Then the work that has been set will be easier to do. So it can be concluded that motivation and organizational culture have a very large influence on the performance of the Aceh DPR.

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