

The Influence Of Work Culture And Work Discipline On Employee Performance At The Ministry Of Religion, Karawang District

Pengaruh Budaya Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Di Kementerian Agama Kabupaten Karawang

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ABSTRACT

Performance given by employees not enough effective Because Still there is mistakes were made and still are low level Discipline shown by employees, especially as consequence from related factors with culture work and discipline work. Something organization For increase results performance must prioritize discipline work and compliance to standards that have set. Objective from study This is For test connection between culture work and discipline Work to performance employee at the district ministry of religion karawang. Researcher in study This use methodology quantitative and amount sample taken 63 employees of the Ministry of Religion of Karawang Regency. Study done with method survey, with analysis range scale, data analysis multiple linear regression used for descriptive test and analysis respectively statistics .Results on research This found that proof hypothesis on culture work and discipline Work own significant influence to productivity employee . With the R2 value is 0.663 and the magnitude effect of 0.627 (or 62.7%), variable additions that don't researched is the rest of 0.373 (or 37.3%). So that expected Ministry Karawang religion can create culture good work with method apply rule in a manner firm and true same on every employee.

Keywords: Work Culture; Work Discipline; Employee Performance

ABSTRAK

Kinerja yang diberikan pegawai kurang efektif karena masih banyak kesalahan yang dilakukan dan masih rendahnya disiplin yang ditunjukkan oleh pegawai, terutama sebagai akibat dari faktor yang berhubungan dengan budaya kerja dan disiplin kerja. Sesuatu organisasi Untuk meningkatkan hasil kinerja harus mengutamakan disiplin kerja dan kepatuhan terhadap standar yang telah ditetapkan. Tujuan dari penelitian ini adalah Untuk menguji hubungan antara budaya kerja dan disiplin kerja terhadap kinerja pegawai di lingkungan Kementerian Agama Kabupaten Karawang. Peneliti dalam penelitian ini menggunakan metodologi kuantitatif dan jumlah sampel diambil 63 pegawai Kementerian Agama Kabupaten Karawang. Penelitian dilakukan dengan metode survei, dengan skala analisis rentang, analisis data regresi linier berganda yang digunakan untuk uji deskriptif dan analisis statistik masing-masing. Hasil penelitian ini menemukan bahwa hipotesis pembuktian pada budaya kerja dan disiplin kerja memiliki pengaruh yang signifikan terhadap produktivitas kerja karyawan. Dengan nilai R2 sebesar 0,663 dan besarnya pengaruh sebesar 0,627 (atau 62,7%), penambahan variabel yang tidak diteliti adalah sisanya sebesar 0,373 (atau 37,3%). Sehingga diharapkan Kementerian Agama Karawang dapat menciptakan budaya kerja yang baik dengan metode menerapkan peraturan secara tegas dan benar yang sama pada setiap pegawai.

Kata Kunci: Budaya Kerja; Disiplin Kerja; Kinerja karyawan

1. Introduction

Good work results in a manner quality and quantity can seen from performance employee in carry out his job in period time certain in accordance with not quite enough charged responsibility to him, which as has put forward by (Mangkunegara, 2012). Consequently, performance company and its workers be very important . Understand capacity

source Power man or personnel For carry out performance this is very important For success any company .

The Ministry of Religion of Karawang Regency has give contribution important for development nation. The Civil Servants (PNS) who have superiority culture Work directed, disciplined and responsible high answer as civil servant is example for Civil Servants (PNS) who understand role State Apparatus. In maintenance effective governance and development. Poured In Regulation of the Minister of Religion of the Republic of Indonesia Number 13 of 2012 concerning Organization and Work Procedure agency Vertical Ministry of Religion, task principal and intended function For reach level achievement performance employee who has set determined in a manner detail. Success organization depending on his abilities For carry out core activities and responsibilities he replied, which in turn supported by abilities employee For succeed finish work that has been allocated to them .

There are 63 people employed by the Ministry of Religion of Karawang Regency , and they all operate various function. Employee performance can is known through evaluation performance as poured in PP Regulations Government No. 30 of 2019 which explains that evaluation PNS performance aims For ensure objectivity coaching employee based on system performance and system career . Individual , unit, or level organization from plan performance subject to evaluation this. Performance results the apparatus of the Karawang Ministry of Religion was used For determine achievements achievements level performance. Completion task principal and function the arranged in the achievement target for 1year based on SKP guidelines (Employee Performance Targets).

On employees district ministry of religion karawang so that obtained results level achievements performance condition employee moment This Still not optimal. The resulting performance employee Still Not yet effective, because many still violation done and rate low discipline by employees , ie there is delays in working hours by employees Enough high . Habit the done in a manner over and over again when There is necessity individual and be culture work on individuals or group employee office ministry of religion karawang .

Along with that claim to good performance and increased discipline from employees, in particular employee office district ministry of religion karawang from public wide will the more height, includes effectiveness, efficiency and accountability employee in a manner thorough. because that is, development culture work is very important. Development culture work for employees office district ministry of religion karawang among them seen in a conducive work culture load whole background physical, environmental, atmosphere, taste, nature, and climate that work productive capable give development for employee as expected.

Culture Work can considered as an assumed model with what appears from in group Work certain . When it comes to assignments routinely done on site workers work (Nawawi, 2016). According to (Edi Warman, 2020) When culture positive work formed, exists possibility more big that workers will too form performance positive work.

Discipline that is attitude shown with method obey all regulations that exist in the organization and work duties and responsibilities good answer in reach something achievements performance with period that has been determined in the organization government. (Hasibuan, 2017). Discipline Can more Good if influenced by circumstances something environment orderly work that is on Act obedient behavior from environment Work or superiors in the organization. In organize environment Work And management Which discipline, there is point reference Which role Good in develop discipline self. Discipline self role important in reach objective organization, with discipline self a employee can value himself Alone And employee other (Yuliana, 2017).

In the organization something elements support Discipline Work for employee must there is, if employee want to own high productivity . But if elements support the No There is so matter That will make employee reduce in The performance. Naturally Lots influencing things

performance office clerk district ministry of religion karawang which ends in ups and downs performance Work employee , for one is culture work . here expected role leader office ministry of religion karawang For synergize all component organization to commit to improvement performance and discipline more employees ok. Attitude good leadership from Head office showed with exists synergistic relationship between superiors and subordinates .

So that Phenomenon this is what makes researchers are very interested For discuss more progress and goals from study This For analyze and explain about connection culture work and discipline Work with performance employee .In line with Research that has done by (Edi Warman, 2020) explain about influence culture work and discipline Work to performance employee. Also on the research conducted by those (Herwanto, 2022) who explain that results good work can influenced by culture work and discipline work.

2. Literature Review

Culture Work

Culture Work is something form behavior or habit Which done by employees in a manner over and over again in something organization . No There is punishment Which heavy For stop habit this, However There is consensus moral in between stakeholders interest in organization that habit the is habit Which can followed in context work For reach purpose. Nawawi in (Suparyadi, 2015). Habit This has a huge impact on achievement objective become not enough effective and efficient as well as decreased performance , optimal performance is required good behavior and habits in order for a objective in organization Can can reached .

According to Triguno in (Suparyadi, 2015) Study about culture Work based on thought that attitudes, beliefs, ideals, as well opinion and action something community, group, or organization can take root in environment his life everyday and growing become something body knowledge .

Effort organization For grow environment positive and encouraging work growth private in between the staff with hope can inspire change performance measurable employees who contribute to achievement objective organization. Own culture work and development programs can help company and its workers in period long (Nawawi, 2015).

There is Indicator Culture Work according to Nawawi in Risky Nur Adha (2019: 54), as following :

1. Carry out work in accordance task
2. Honest in Work
3. Commitment Work
4. Not quite enough answer to work
5. Able to work together with colleague Work

Discipline Work

Discipline Work refers to personnel who are aware and willing follow all the rules and regulations set by the company. Discipline place work, then, is efforts made by managers For influence attitude and behavior member staff so that they in accordance with norms place work. Success organization depend on discipline power work, so discipline is key For finish something (Sinambela , 2018). As example, some employee normal do late For work, apply negligent in work, behave bad or do action Which No ok . Discipline is method For in a manner special warned employee Which No want to change character And behavior them .

According to singodimedjo in (Sutrisno, 2019) argue that Discipline that is attitude in understanding as well as will employee For obey as well as obey to established norms and rules So that the good and the bad discipline Work can will influence achievement objective organization .

Type Discipline Work according Mangkunegara in (Sinambela, 2018) type discipline Work namely :

1. Discipline preventive

Discipline preventive is method in move order employee obey and behave obey all rule Work Which set by organization. Objective discipline preventive This is For move And arrange ability Work staff and discipline Good For increase optimal performance and can reach objective organization .

2. Discipline Corrective

Discipline Corrective that is method from movement employee For combine regulation And arrange it so Can obey the rules organization . on discipline corrective violations against employees who do not discipline will given punishment or sanctions to get obey that rule set

There is indicator discipline Work According to opinion Rivai in (Alfiah , 2019) :

1. Presence

2. Compliance with the rules Work

3. Adherence to standards Work

4. Alert level tall

5. work ethic

Performance

Work is size to somebody in operate strategy company, namely on achievement method special about role individual in consider Skills important company or organization. And achievements employee is draft multidimensional Which consists from three aspect that is attitude , Skills And achievement . Harsuko in (Priansa, 2017).

According to (Fahmi , 2018) says performance is achievement by a organization , Good For look for profit or No look for profit , made during period time certain .

Performance (achievement work) according (Mangkunegara, 2017)is results end from quality and quantity work that has been generated worker during carry out his job in accordance with obligations imposed to him .

There is a number of indicator performance According to Moheriono in (Yuliantari & ulfa , 2016), that is as following :

1. effective ,

Measure suitability Which generated reach something that wanted .

2. Efficient

Measure suitability process produce output with use cost as low maybe .

3. quality ,

Measure suitability between quality product or services generated with need And hope consumer.

4. Accuracy time

Measure is work has resolved in a manner right and appropriate time.

5. Productivity

Measure level effectiveness something organization.

6. Safety

measure health organization in a manner whole as well as environment para work employee reviewed from health aspect.

Culture Work Against Employee Performance

According to (Riza Faizal, et al, 2018:), Employees required create condition culture work that is influenced by factors that originate from outside and inside company like

competence and culture Work in accordance with ability in finish duties and responsibilities the answer is , so produce quality performance.

In line with Research Results from (Edi Warman, 2020), (Sanjaya, 2021), (Herwanto, 2022), (Sobirin, 2013) (Hhardimon, 2017). Test Results on variables culture Work prove that culture Work influential significant to performance employee . Research Results showing that variable culture Work own influence positive to performance employee .

Discipline Work Against Employee Performance

According to singodimedjo in (Sutrisno, 2019) state that Discipline is attitude in readiness and willingness somebody For obey and obey norms applicable regulations around him. Something discipline good employee will speed up objective company, meanwhile loose discipline will become inhibitor achievement objective organization .

Results of research conducted (Yusnandar, 2020), (Arianto, 2013), (Hasibuan J. S., 2019), (Arianty, 2016). explain that exists influence significant discipline Work to performance employee. Research results show that variable discipline Work own influence real and significant to performance employee.

Culture Work and Discipline Work Against Employee Performance

From description on can concluded performance Employees are heavily influenced by culture work and discipline owned work a employee. If culture good work and discipline high work so objective company or agency will achieved optimally.

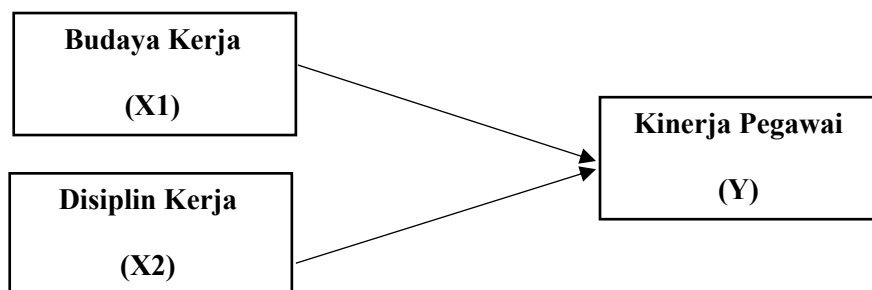


Fig 1. Framework thinking

3. Research Methods

Study This use methodology quantitative . Study This use questionnaire For collect data, which then analyzed with use statistics descriptive, statistics inferential , analysis multiple linear regression , simultaneous test , and partial test , all of which based on philosophy positivist as stated by (Sugiyono, 2018). Analysis validity and reliability used in study This For testing instrument .

Saturated sampling used For investigation this , with involve as many as 63 workers. According to (Arikunto, 2013), if participant in the subject pool study not enough of 100, then everything made sample; If no, only 10%, 15%, 20%, 25%, or more made sample.

Instrument in research This with use questionnaire questionnaire. (Sugiyono, 200) argues that questionnaire is something method deep data collection study with method provide question items or statement written to respondent For answered. Data Analysis Techniques used Study This use multiple linear regression For measure influence variable independent to variable dependent, and validated through field data collection and application analysis range scale for descriptive test reliability and validity. Normality test, correlation test, multiple linear regression test , termination test , and t test or f test all used during step testing verification.

4. Results and Discussions

1. Research Results

a. Data Quality Test

Validity Test

Table 1. Validity Test Instrument

	Indicator Question	Coefficient validity	r table	Conclusion
Culture Work	X1.1	0.522	0.30	Valid
	X1.2	0.665	0.30	Valid
	X1.3	0.503	0.30	Valid
	X1.4	0.576	0.30	Valid
	X1.5	0.439	0.30	Valid
	X1.6	0.537	0.30	Valid
	X1.7	0.398	0.30	Valid
	X1.8	0.508	0.30	Valid
	X1.9	0.445	0.30	Valid
Discipline Work	X2.1	0.448	0.30	Valid
	X2.2	0.544	0.30	Valid
	X2.3	0.520	0.30	Valid
	X2.4	0.554	0.30	Valid
	X2.5	0.443	0.30	Valid
	X2.6	0.556	0.30	Valid
	X2.7	0.445	0.30	Valid
	X2.8	0.472	0.30	Valid
	X2.9	0.513	0.30	Valid
Employee Performance	Y. 1	0.579	0.30	Valid
	Y.2	0.522	0.30	Valid
	Y.3	0.536	0.30	Valid
	Y.4	0.437	0.30	Valid
	Y.5	0.495	0.30	Valid
	Y.6	0.600	0.30	Valid
	Y.7	0.549	0.30	Valid
	Y. 8	0.462	0.30	Valid
	Y.9	0.348	0.30	Valid

Source : by the author 2022

Validity test instrument performed on each question item , and the results shown in the table above . All r count value found more of 0.250, indicating validity survey study this and its suitability For used as tool measure .

Reliability Test

After validity test finished reliability test was carried out . With determine Cronbach's alpha then reliability test was carried out in study this . When Cronbach's alpha is at least 0.80, yield study This considered can trusted . However , other people believe that if Cronbach's Alpha is at least 0.70, research data the credible (Sugiyono , 2013: 46). SPSS- based Cronbach's Alpha test results are available .

Table 2. Reliability Test

Variabel	Item	R alpa	R hitung	Kesimpulan
Budaya kerja	9	0,636	0,70	Reliabel
Disiplin kerja	9	0,617	0,70	Reliabel
Kinerja pegawai	9	0,632	0,70	Reliabel

Sumber: diolah Penulis 2022

If Cronbach's Alpha for all items over of 0.70, reliability test can stated based on findings above table. so that possible For claim that all assertion questionnaire is accurate or accurate when used as tool measure .

b. Analysis Descriptive

In study This range scale so For interpret the average rating is as following :

Table 3. Scale Range

Rentang Skala	Kategori
1,00 s/d 1,79	Sangat tidak setuju
1,80 s/d 2,59	Tidak setuju
2,60 s/d 3,39	Cukup
3,40 s/d 4,19	Setuju
4,20 s/d 5,00	Sangat setuju

Sumber: diolah Penulis 2022

Following can showed evaluation respondent about variable Culture Work , Discipline Work , and Performance can seen as following:

Table 4 Variable Data Culture Work

Variable	Indicator Question	Average	Category
Culture Work X1.1	Carry out work in accordance task	3.85	Strong
X1.2	Honest in Work	3.58	Strong
X1.3	Commitment Work	3.75	Strong
X1.4	Not quite enough answer to work	3.69	Strong
X1.5	Able to work The same with colleague Work	3.73	Strong

Source: processed author 2023

Based on findings table 4, answers mark variable culture Work own average score of 3.72 in range (3.40 to 4.19) or category relevant. This explain culture place positive work and attitude obey worker to regulation organization .

Table 5. Variable Data Discipline Work

Variabel	Indikator Pertanyaan	Rata - rata	Kategori
Disiplin Kerja X2.1	Kehadiran	3,89	Tinggi
X2.2	Ketaatan pada peraturan kerja	3,50	Tinggi
X2.3	Ketaatan pada standar kerja	3,59	Tinggi
X2.4	Tingkat kewaspadaan tinggi	3,75	Tinggi
X2.5	Etika dalam bekerja	3,78	Tinggi

Sumber: diolah Penulis 202

Based on findings table 5, answers variable culture Work own average score of 3.70 on the scale range between 3.40 to 4.19, or in groups high. this show height level obedience rules among worker .

Table 6. Performance Variable Data

Variable	Indicator Question	Average	Category
Performance Y. 1	Effective	3.85	Good
Y.2	Efficient	3.72	Good
Y.3	Quality	3.81	Good
Y.4	Accuracy time	3.82	Good

Y.5	Productivity	3.83	Good
Y.6	Safety	3.82	Good

Source: processed writer 2022

Based on results table 4, shows that response results the value on the variable Culture Work own average score of 3.80 on range scale (3.40 to 4.19) or in category appropriate. So that matter This showing employee in reach optimal performance .

2. Analysis verification

a. Assumption Test Classic

Normality Test

Normality test aim For know is variable dependent and independent are used in the regression model test normally distributed or no (Ghozali, 2006). The Kolmogorof-Smirnov test (KS test) was used in investigation This For determine is the result is normal. Asymp.Sig (2-tailed) results on the One Sample Kolmogorov-Smirnov Test should be more big of 0.05 order residuals were considered significant If has normally distributed . This is results the test :

Table 7. Normality Test

No	Variable	Asymp . Sig. (2- tailed)	Information
1	Culture Work	0.200	Normal
2	Discipline Work	0.200	Normal
3	Employee Performance	0.200	Normal

Source: processed author 2023

Defined that third data variable study normally distributed because normality test results in the table above produce sig value of 0.200 for variable culture work , 0.200 for variable discipline work , and .200 for variable performance .

Multicollinearity Test

Objective from testing This is For identify reason linkages between One variable independent with variable independent other. VIF values (Variance Inflation Factors) and tolerance values in the study This shows multicollinearity test. No There is sign multicollinearity if $VIF > 10$ or 0.10 . Multicollinearity test findings is as following :

Table 8. Multicollinearity Test

No	Variable	tolerance	VIF	Information
1	Culture Work	0.156 _	6,403	Non Multicollinearity
2	Discipline Work	0.156 _	6,403	Non Multicollinearity

Source : processed author 2023

Can seen that data in study This free multicollinearity Because findings variable " Culture work and discipline work " has tolerance value above 0.1 and VIF value below 10.

Heteroscedasticity Test

In the heteroscedasticity test This is determine what is the regression model show homoscedasticity, or variance that is not equally between residuals one observations and residuals from observation other. Predicted value variable dependent and residual showed in study This For investigate heteroscedasticity. Can said that pattern certain, like wavy, flared, or narrows, is sign heteroscedasticity. Predicted and residual values variable dependent shown below this.

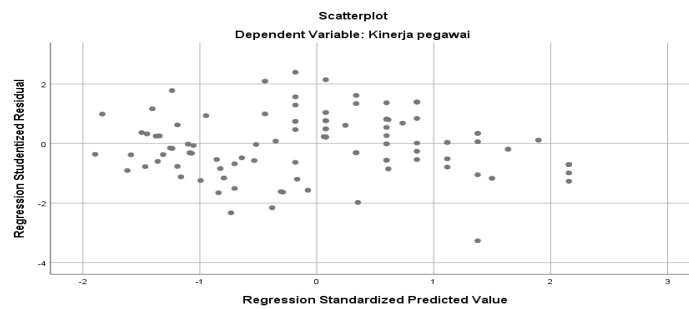


Figure 4. Heteroscedasticity Test Results Scatter plot

Source : processed author 2023

Thereby based on picture on so that Can stated that No happen symptom Heteroscedasticity in equation .

b. Multiple Linear Regression Data Analysis

Test This use analysis multiple linear regression For ensure impact culture work and discipline Work to performance employee. use SPSS program assistance and results data processing . following will explained more further :

Table 9. Regression Multiple Linear

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	5,418	2,957		5.184	.000
	Culture Work	.044	.358	.048	1,712	.000
	Discipline Work	.363	.393	.366	1925	.000

a. Dependent Variable: Employee Performance

Source: processed author 2023

Based on findings analysis multiple linear regression shown in the table above, was created multiple linear equations following :

$$Y = 5.418 + 0.044X_1 + 0.363X_2 + e$$

Based on equality above can explained as following :

- 1) The constant value of 5.418 means that if variable Culture work and discipline Work The same with zero , then variable performance employee will still of 5.418.
- 2) Coefficient regression Culture work (X_1), of 0.044 m has meaning If mark variable work culture up one unit so performance employees will increase by 0.044 with assumption variable discipline Work considered stay .
- 3) Coefficient regression discipline work (X_2), of 0.363 m has meaning If variable work discipline goes up one unit so performance employees will increase by 0.363 with assumption variable culture Work considered stay .
- 4) most dominant variable influence enhancement performance employee district ministry of religion karawang is variable Culture Work

c. Correlation

Table 10. Correlation Results Culture Work , Discipline Work and Performance

correlations

		Budaya Kerja	Disiplin Kerja	Kinerja
Budaya Kerja	Pearson Correlation	1	.428**	.440
	Sig. (2-tailed)		.001	.000
	N	103	103	103
Disiplin Kerja	Pearson Correlation	.428**	1	.438
	Sig. (2-tailed)	.000		.000
	N	103	103	103
Kinerja	Pearson Correlation	.440	.438	1
	Sig. (2-tailed)	.000	.000	
	N	103	103	103

** . Correlation is significant at the 0.01 level (2-tailed).

Sumber: diolah Penulis 2022

1. Culture Work and Performance

based on table 12, got is known results Lorelasi person shows the value correlation or connection variable culture Work with performance . He knows that mark coefficient correlation of 0.440 with have sig value $0.000 < 0.05$, then can stated there is positive and significant relationship and with level connection medium .

2. Discipline work and Performance

based on table 12, got is known results Lorelasi person shows the value correlation or connection variable discipline Work with performance . Is known that mark coefficient correlation of 0.434 with sig value $0.000 < 0.05$, then can stated there is positive and significant relationship and with level connection medium .

d. Hypothesis Test

Table 11. F test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	110419208.659	2	55209604.330	6.147	.004 ^b
	Residual	538901057.754	60	8981684.296		
	Total	649320266.413	62			
a. Dependent Variable: Kinerja Pegawai						
b. Predictors: (Constant), Disiplin Kerja, Budaya Kerja						

Sumber: diolah Penulis 2022

Based on results table 11 above t test results (partial) and f test (simultaneous) are listed can explained as following :

1. Influence variable culture work (X1) against performance employee . That is after done analysis , obtained mark tcount X1 (1.712) or with mark significance $0.000 < 0.05$ ttable (1.669), so tcount > ttable . from here can concluded that in a manner Partial variable free culture work (X1) effect positive and significant to performance employee (Y).
2. Influence Variable discipline work (X2) against performance employee . After done analysis, obtained mark tcount X2 (1.925) or with mark significance $0.000 < 0.05$ ttable (1.669), so tcount > ttable . In matter this , by Partial can stated that variable free , ie . Discipline work (X2) effect positive and significant to performance employee (Y).
3. Based on from though data results above showing that F count of 6.147 with sig value $0.004 < 0.05$. Variable culture work (X1) and discipline Work work (X2), is good and right variable (fit) for measure change in variable performance (Y), so form fit equation . With criteria : 1.

Sig F <0.05 means in a manner simultaneous There is significant influence between whole variable independently tested to variable dependent .

Coefficient Determination (R²)

Coefficient determination aim For know how much big impact independent variable (Culture work (X1) and Discipline work (X2) against dependent variable (Employee performance (Y).

Table 12. Determination test

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.663 ^a	.627	.624	1.14025
a. Predictors: (Constant), Discipline Work , Culture Work				

Source: processed writer 2022

Based on table above , got is known determinant test results with use tool SPSS statistics program can help explained that presentation variable performance employees described by variables culture work (X1) and variables discipline work (X2) is of 0.627 or 62.7% Meanwhile the rest of 0.373 or 37.3% explained by other variables that are not researched .

Culture Work (X 1)

Based on table 4 results testing contained in variable data Culture Work that is showing that distribution frequency Culture good work that is is in the results testing questionnaire X1.1 indicator implements work in accordance task, with average weight of 3.85 so matter This showing that on the organization agency government This with firm operate order or his job in accordance with assigned tasks and orders. While on the distribution frequency Culture Work not enough Good that is there is an honest X1.2 indicator in work , with own average weight of 3.58 things the because there is a number of employee who doesn't Honest in Work that is No do work at the time Work with choose sleep and get out office during business hours .

Culture work at the district office of the Ministry of Religion karawang well , will but Still must need improved back, because there is violation to established regulations so that influential to performance employee. Research results This prove that culture good work will influence level performance a employee in work .

According to study and research before (Yuniarto, 2022), skills professional somebody increase comparable with level excitement somebody For reach performance as big maybe . Culture strong work in between employee often come true in characteristic features like dedication , enthusiasm , and honesty . Effect positive and substantial from culture place Work to productivity found in analysis this .

Discipline Work (X 2)

Based on table 5 variable data Discipline Work showing that distribution frequency Discipline good work that is is in the results testing questionnaire X2.1 presence indicator , with average weight of 3.89 things This showing that on the organization agency government This in presence Good always enter work and not something is not enter Work without reason. While on the distribution frequency Discipline Work not enough Good that is found on the X2 indicator. Compliance with the rules work, with own average weight of 3.50 things the because there is a number of still employee violate regulation Work like do lateness enter work, go home more beginning from time.

The Ministry of Religion office in the Karawang region has discipline enough work fine , however Possible will Far more Good If employee more discipline. For ensure No There is

possible rule violations impact on productivity worker. According to findings study this is productivity somebody in Work can improved with discipline more work ok.

this in accordance with other studies have found that when discipline Work employee tall so performance high , and vice versa when low . Second findings the based on work Hermawati (2020). Studies This show that discipline Work own beneficial influence to productivity.

Variable (Y)

Based on results the test contained in table 6 shows the performance variable data that distribution frequency good performance that is is in the results testing questionnaire indicator Y.1 effective, with average weight of 3.85 things This showing that on the organization agency government This with firm carry out the activity process capable reach goals and objectives that have been set. While on the distribution frequency performance not enough Good that is contained in the efficient Y.2 indicator, with own average weight of 3.72 things the because there is a number of unemployed employee capable finish work with appropriate time , fast and satisfying .

Performance at the District Office of the Ministry of Religion karawang Enough well , will but Still must need improved return For employee so you can more optimal in performance . Research results This can prove that good performance supported by the attitudes and behaviors reflected by each employee in organization. So that will influence level performance a employee in work. this based on research conducted by Andri Kurniawan (2022) which explains that exists culture work and discipline Work influential to Good bad the resulting performance .

Influence Culture Work Against Employee Performance

Based on results testing , got made hypothesis First that evaluation influential variable culture work (X1) against performance employee . After done test , is known that Ho is rejected while Ha approved Because $t_{count} X1 (1,712) > t_{table} (1,669)$. Employee performance influenced in a manner positive and significant by variable culture work . Culture current work This in the Ministry of Religion of the District Karawangi Not yet can carry out task in accordance with norms that have specified , which impacts performance .

Influence Discipline Work Against Employee Performance

Findings evaluation factor discipline work (X2) against performance employee can interpreted based on hypothesis second , in particular based on testing that has been run. Analysis mark $t_{count} X2 (1.925) > t_{table} (1.669)$ results acceptance of Ha and rejection of Ho. Conclusion Employee performance influenced in a manner significant and positive with exists change discipline work , however during This discipline Work the office of the Ministry of Religion of Karawang Regency did not violated and violated with well, so No impact on performance employee .

Influence Culture Work And Discipline Work Against Employee Performance

F test findings show that factor culture work and discipline Work own enough impact big and mixed to performance employee . Employee performance influenced in a manner positive by culture place fun work supported by behavior supporting work. This show that culture place positive and standard work tight work increase performance . Likewise when environment bad work and lack discipline damage performance . Results are affected in a manner positive by the environment fun work , supported by ethics tight work For increase productivity .

5. Conclusion

Culture Work is an assumption model based on views life as the values to be traits, habits and strengths encouragement, culture in life something group Work certain .

Result of Variable Culture work that has been researched that is, effect positive And significant to performance employee district ministry of religion karawang. A means, more and more strong culture Work so performance will the more increase

Discipline Work influential significant to performance employee district ministry of religion karawang. That is, more and more tall Discipline Work so performance employee will the more increase.

Based on results test "t" For each variable free (Culture Work And discipline work), is known that For variable culture Work And discipline Work $> "t"$, "t" counted, in matter This Ho is rejected And Ha accepted, It means in a manner individual variable free (culture Work And discipline work) influential positive And significant to variable bound (employee performance) and hypothesis study accepted. And the coefficients determination is known determinant test results Program statistics SPSS variable culture Work (X1) And variable discipline Work (X2) is as big 0.142 ie. 14.2%. the rest 85.8% can explained by variable other Which No tested.

Researcher can give recommendation based on findings study this. Recommendation This includes :

1. Can expand understanding writer about behavior, discipline, and culture in place work.
2. Findings study can become reference for other researchers in framework study related issues with same problem
3. Expected the Office of the Ministry of Religion of Karawang Regency can develop competence employee through training, in particular characteristic training technical in accordance with field his job .
4. Ministry of Religion Karawang can create culture good work with method apply rule in a manner firm and true same on every employee

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