

# Analysis of Factors Affecting Organizational Performance

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**Abstract**— Human Resources (HR) is a very important thing important and must-have in an effort to achieve organizational goals or company. Employee performance is how much employees contribute to the organization. Work discipline is an order or rule made by management of an organization. Work experience is the level of mastery of knowledge and skills owned by employees in carrying out a job. This study aims to determine the factors that affect organizational performance. The data analysis technique used in this research is multiple linear regression analysis, F statistic test and t statistic test. Based on the results of the F-test statistical test, it is known that work discipline and work experience simultaneously have a significant effect on organizational performance. Based on the results of the t test, it is known that work discipline and work experience, partially significant effect on organizational performance.

**Keywords**— Work discipline, work experience, organizational performance.

## I. INTRODUCTION

Human resources is the application of management based on its function to obtain the best human resources for the business we run and how the best human resources can be maintained and increased. The problem faced in an organization, company or institution is how to make its employees work effectively and efficiently. If it does not have good human resources, the activities of a company, organizations and institutions will not run as expected. Because its function is the core of the company's activities, human resources Humans are the determinants of achieving the goals of a company, organization.

Employee performance is how much employees contribute to the organization which includes output quantity, output quality, output period, attendance at work and comparability. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior. Without good employee discipline, it is difficult for a company or agency organization to achieve optimal results. An employee who has a high level of discipline will continue to work well.

Work experience is the level of mastery of knowledge and skills possessed by employees at work and can be measured from the years of service and types of work that have been done by employees during a certain period. Work experience is the knowledge gained as long as the employee works for the company at his place of work. Work experience is the level of mastery of knowledge and skills possessed by employees in carrying out a job, and can be measured from the years of

service and types of work that have been done by employees during a certain period. In realizing good employee performance in a company, there are several factors that can affect the level of employee performance, one of which is the work experience possessed by employees because from the work experience it can be seen their knowledge of the field of work.

## II. LITERATURE REVIEW

### Work Discipline

Discipline is a person's awareness and willingness to obey the rules that exist in the organization and the prevailing social norms. Work discipline is an attitude or behavior that respects, appreciates, obeys, and obeys applicable regulations in order to maintain the smooth productivity of the organization.

### Work Experience

Work experience is a job or position previously occupied for a certain period of time. An applicant's work experience should be the main consideration in selection process.

### Performance

Performance is the achievement of organizational goals that can form quantitative and qualitative output, creativity, flexibility, reliability or other things that the organization can desire. Performance emphasis can be short-term and long-term, as well as at the individual, group or organizational level. Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with his responsibilities.

### Research Hypothesis

A hypothesis is a provisional assumption or a temporary answer to a problem that is presumptive because it still has to be proven true. Based on the background, theoretical basis, previous research results and framework, the following hypotheses can be built:

- H1: work experience and work discipline a positive and significant effect on the organizational performance.
- H2: work discipline has a positive and significant effect on the organizational performance
- H3: work experience has a positive and significant effect on the organizational performance

## III. RESEARCH METHODS

Methods The determination of the sample in this study uses proportional random sampling. Proportional random sampling

method gives the same probability is infinite for each element population to be selected as a sample taken based on strata (class) in proportionate amounts. Each population element independently has a probability of being selected once (without replacement).

IV. RESULTS AND DISCUSSION

TABLE 1. Simultaneous Significant Test Results (F-Test Test)

ANOVA <sup>b</sup>					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	92.179	3	30.726	92.089	.000 <sup>a</sup>
Residual	11.011	33	.334		
Total	103.189	36			

The constant is 0.194, the constant is positive indicating. The positive influence of Work Discipline (X1) and Work Experience (X2) variables. This means that if Work Discipline (X1) and Work Experience (X2) are equal to zero, then Employee Performance (Y) will increase by 0.194.

TABLE 2. Partially Significant Test Results (t-test)

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.194	1.305		.149	.882
Pengalaman Kerja	.421	.078	.462	5.428	.000
Disiplin Kerja	.158	.057	.255	2.757	.009

Ho is rejected and H1 is accepted means Discipline Work has a significant partial effect on performance organization. Ho is rejected and H2 is accepted means Work Experience has a significant effect partially on organizational performance.

Discussion of Hypothesis Test Results

The constant is 0.194, the constant has a positive value indicating The positive influence of Work Discipline (X1) and Work Experience (X2) variables. This means that if Work Discipline (X1) and Work Experience (X2) are equal to zero, organizational performance (Y) will increase by 0.194

Based on the results of the partial test, it shows that the value of tcount = 2.757 is greater than t-table = 2.034 with a significance level of = 0.009 smaller than = 0.05, then Ho is rejected and H3 is accepted, meaning that Work Discipline has a partial significant effect on organizational performance.

The regression coefficient on the Work Discipline variable (X1) is 0.158 and shows a positive direction.

Based on the partial test results show that the value of tcount = 5.428 is greater than t-table = 2.034 with a significance level of 0.000 less than = 0.05, then Ho is rejected and H2 is accepted, meaning that Work Experience has a partial significant effect on performance. organization. The regression coefficient on the Work Experience variable (X2) is 0.421 and pointing in a positive direction.

V. CONCLUSION

Based on the results of the analysis and discussion that have been described, it can be concluded as follows:

- a. Work Discipline and Work Experience Simultaneously significant positive effect on organizational performance
- b. Work Discipline partially has a significant positive effect on organizational performance
- c. Work Experience partially has a significant positive effect on Organizational performance

VI. LIMITATIONS AND SUGGESTIONS

This research is only limited to the factors that affect organizational performance. While other factors which also affects performance that has not been disclosed exists whether or not it has an effect, hopefully in future research it can discusses other factors that have not been studied in this study.

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