

The Influence of Workload and Organizational Culture on Employee Work Productivity at PT. Sinar Terang Madani, Makassar City

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Abstract

The purpose of this study was to determine the effect of workload and organizational culture on employee work productivity at PT Sinar Terang Madani in Makassar City. The type of research used is quantitative with a descriptive approach. obtained through a questionnaire then processed quantitatively using a Likert scale, which was analyzed using multiple regression analysis tools to determine how the effect of workload and organizational culture on employee work productivity. determination coefficient analysis is used to determine how much proportion of the influence of workload and organizational culture on employee work productivity. The T test is used to answer the hypothesis. The results of this study indicate that the workload variable and the organizational culture variable (organizational family) have a positive and significant effect on employee work productivity and the large proportion of the influence of workload and organizational culture on employee work productivity with an R square value of 0.557 means the influence of the workload variable and organizational culture (organizational family) 55.7 percent. The relationship between workload and organizational culture (organizational family) is at a strong relationship level.

Keywords: Workload, Organizational culture, Organizational family, Employee work productivity

Introduction

Companies need human resources or employees in order to achieve their goals effectively and efficiently. The availability of professional resources has become a strategic need for companies or organizations. This need is based on the understanding that humans are the determinants of all organizational performance.

According to Mar'ih (2017), workload is the process of determining the number of hours of human resources working, used, and needed to complete a job for a certain period of time.

A job can pose a risk to the impact felt by workers, both in the short term or long term. This is often referred to as workload, which is the impact felt due to daily work activities. The workload

received by workers must be appropriate and balanced with the physical and cognitive abilities, as well as the limitations of each worker in receiving the load. So if workers who feel the workload exceeds the normal limit will experience physical and psychological work stress. For example, emotional reactions, headaches and digestive disorders. When the workload is felt a little or not too heavy will result in boredom doing the job. This will have an impact on the lack of motivation to do the job.

Excessive workload can cause a decrease in employee morale and motivation, so this is one of the causes of work fatigue. With excessive workload and work capabilities that are not in accordance with the work that has been assigned, it greatly affects employee work motivation, but in reality, if employees view all work that is assigned as a responsibility in working, then the burden is not felt by employees when completing their tasks. This is supported by previous research conducted by Dewi (2013:75) that the perception of a positive workload is to consider that the workload is a work challenge and motivates them to work better for themselves and their organization.

Based on the above, basically the impact of the workload itself is based on the perception of each individual. Sometimes there are individuals who are increasingly challenged by a large workload so that the motivation to complete a task is very large and such individuals do not feel excessive burden in their work but feel enthusiastic about working.

The influence of employees in the development of the company is very large, the need for workload management that is in accordance with employee work capabilities is very much needed by the company to maintain optimal work and avoid a decrease in employee motivation. An increased workload will affect the decline in employee work capabilities which results in the quality of employee work being very low in completing a job.

Organizational culture Developing well is based on human resources that are useful for running and improving overall effectiveness within the organization. Institutions or organizations are determined by two main factors, namely human resources, facilities and infrastructure as supporting work facilities. From these two factors, it can be seen that human resources are the most important, no matter how sophisticated the facilities and infrastructure owned by an organization, without adequate human resources seen from the quantity and quality they have, it can be said that an organization cannot succeed in realizing the vision, mission and goals of the organization. (Trialfian, 2011). Organizational culture is one of the opportunities used to build human resources through aspects of changes in attitudes and behaviors that are expected to be able to adapt to ongoing and future challenges. To obtain maximum results, harmony is needed between how the organization achieves its goals, how the form of the organization can support its goals, and how the right actions are to achieve its goals (Primadhania, 2012).

Human resources are resources that can truly be used as a reliable strategy in finding the right strategy, namely a unique strategy to win the competition. For that, HR management in a company becomes very important so that it must get top priority, if the company wants to advance and become a winner in a business. then human resource management has a close relationship with the productivity of human resources itself (Yumaida, 2012).

Organizational culture plays at least three important roles, namely providing identity for its members, increasing commitment to the organization's vision and mission and strengthening behavioral standards. Organizational culture has a lot of influence on individuals and organizational processes. When organizational culture is strongly embedded, each member will feel that they are part of the organization and will strengthen their commitment to the organization's

vision and mission. Culture will also direct the behavior of organizational members, there is no single best type of organizational culture that can apply universally, the most important thing is that organizational culture must know the current portrait of organizational culture and evaluate whether the prevailing culture can support organizational change programs (Sunandar, 2012).

Organizations or companies need human resource management through organizational culture, employees can be helped to do the work that exists, can improve the overall ability of employees and help develop their responsibilities. In addition, organizational culture can be a guideline for behavior within the company and provide encouragement to employees to achieve better work performance or work productivity. Organizational culture is a supporting factor for achieving high work productivity for employees.

PT. Sinar Terang Madani is one of the premium quality animal feed manufacturing companies established in 2012 as the first animal feed factory in Barru with the tagline "From Barru for Indonesia". The main office is located at Ruko Kima Square Block B9-12 Jl. Perintis Kemerdekaan km.16 Makassar, South Sulawesi. Animal feed products of PT. Sinar Terang Madani include Perkasa Feed and Perkasa Chick. Perkasa feed is the main animal feed available for broilers and laying hens, while Perkasa Chick is a product of day-old chicks (DOC). Until now, PT. Sinar Terang Madani has had distribution starting in the areas of Sulawesi, Kalimantan, East Nusa Tenggara, Maluku, Papua, West Papua, and West Java.

The influence of strong workload and organizational culture can increase work productivity. Because the success of work productivity will also be influenced by management in a company. The workload and organizational culture in PT. Sinar Terang Madani is an organizational family, which means how each employee is able to do the work given according to the company's standard operating procedures (SOP) and maintain harmonious relationships with superiors, coworkers, and subordinates like family but still based on work professionalism, and still comply with applicable rules and administrative systems.

One of the company's goals is to achieve optimal work productivity. Human resources have high work productivity because they have a strong organizational culture, so it can be concluded that a good organizational culture plays an important role so that the workload borne by each human resource owned by the company can be carried out effectively and efficiently, so the company is able to achieve its goals. Based on the background that has been described, the author is interested in conducting research entitled "The Effect of Workload and Organizational Culture on Employee Work Productivity at PT. Sinar Terang Madani, Makassar City.

Methodology

This research method uses a quantitative approach that aims to measure and analyze the influence of workload and organizational culture on employee work productivity at PT Sinar Terang Madani. The data used are primary data collected through questionnaires, interviews, and direct observation. The questionnaire used is closed with a Likert scale of 1 to 5 to measure the level of respondent agreement regarding the statements presented. Observations were conducted to obtain additional information regarding the work environment and social interactions in the company.

The population of the study was all employees of PT Sinar Terang Madani totaling 30 people, and the sampling method used was saturated sampling. The data analysis technique used was multiple linear regression with the help of SPSS version 25 application to determine the effect of independent variables (workload and organizational culture) on the dependent variable (work

productivity). Validity and reliability tests were also conducted to ensure the quality of the instruments used in this study.

Results and Discussion

Respondent Description

Table 1. TCR Analysis Results of Workload Variables

Statement Items	Answer					Number of Respondents	core	deal	TCR%	Category
	TS	S	S		S					
X.1	3	3				30	3	50	35,333333	Very good
X.2		3				30	4	84	34,782609	Very good
X.3		4				30	5	85	35,135135	I love you
X.4		5				30	0	80	33,333333	I love you
X.5		7				30	4	84	34,782609	I love you
X.6		3				30	2	82	34.065934	Very good
X.7		5				30	8	78	32.58427	Very good
X.8	4	2				30	2	72	30.232558	Good
average									33.781223	Very good

Source: Primary Data processed, 2023

Based on Table 4.4, it can be explained that the TCR results of the respondents' answers to the workload variable were obtained at 33.78 percent and included in the very good category. So it can be explained in general that respondents strongly agreed with the statements in the questionnaire. Of the 8 questions, 7 questions were in the very good category and 1 question was in the good category. This is due to the workload at PT Sinar Terang Madani where the work assigned can be completed on time and does not burden employees too much in completing the work assigned.

Table 2. Results of TCR Analysis of Organizational Culture Variables

Statement Items	Answer					Number of Respondents	Score	ideal	TCR%	category
	ST S	TS	K S	S	S S					
X.1	15	13	2	0	0	30	45	77	58,441558	Very good
X.2	16	12	2	0	0	30	44	76	57,894737	Very good
X.3	12	17	1	0	0	30	48	79	60.759494	Very good
X.4	9	20	1	0	0	30	51	82	62,195122	Very good

X.5	11	16	3	0	0	30	49	82	59.756098	Very good
X.6	11	14	5	0	0	30	49	84	58,333333	Very good
X.7	16	10	4	0	0	30	44	78	56,410256	Very good
X.8	12	16	2	0	0	30	48	80	60	Very good
X.9	15	12	3	0	0	30	45	78	57,692308	Very good
X.10	12	15	3	0	0	30	48	81	59.259259	Very good
X.11	11	16	3	0	0	30	49	82	59.756098	Very good
X.12	14	13	3	0	0	30	46	79	58.227848	Very good
X.13	15	11	4	0	0	30	45	79	56.962025	Very good
X.14	11	15	4	0	0	30	49	83	59.036145	Very good
X.15	14	12	4	0	0	30	46	80	57.5	Very good
X.16	7	20	3	0	0	30	53	86	61.627907	Very good
X.17	14	15	1	0	0	30	46	77	59.74026	Very good
average									59.03485	Very good

Source: Primary Data processed, 2023

Based on Table 4.5, it can be explained that the TCR results of respondents' answers to organizational culture variables (*family organization*) obtained 59.03 percent and included in the very good category. So, it can be explained in general that respondents stated that they strongly agree with the statements in the questionnaire. Of the 17 statements included in the very good category. This is due to the organizational culture (*family organization*) in PT Sinar Terang Madani which is already strong among employees as seen from the good cooperation between members and between departments. The sense of family that is highly maintained by employees and in carrying out the work of managers in the company provides assistance and explanations to employees which are useful for helping the smooth running of employee work.

Table 3. Results of TCR analysis of employee work variables

Statement Items	Answer					Number of Respondents	Score	ideal	TCR%	category
	STS	TS	KS	S	SS					
X.1	8	22	0	0	0	30	52	82	63.4146341	Very good
X.2	10	20	0	0	0	30	50	80	62,5	sangat baik
X.3	10	19	1	0	0	30	50	81	61,7283951	sangat baik

X.4	12	18	0	0	0	30	48	78	61,5384615	sangat baik
X.5	11	15	2	2	0	30	49	83	59.0361446	Very good
X.6	11	16	1	2	0	30	49	82	59.7560976	Very good
X.7	10	20	0	0	0	30	50	80	62.5	Very good
X.8	12	17	1	0	0	30	48	79	60,7594937	I love you
X.9	12	17	1	0	0	30	48	79	60,7594937	I love you
X.10	12	18	0	0	0	30	48	78	61,5384615	I love you
X.11	10	15	3	2	0	30	50	85	58,8235294	sangat baik
X.12	10	20	0	0	0	30	50	80	62,5	sangat baik
X.13	10	19	1	0	0	30	50	81	61,7283951	sangat baik
X.14	14	16	0	0	0	30	46	76	60.5263158	Very good
X.15	11	14	2	2	1	30	49	84	58,3333333	Very good
average									61.029517	

Source: Primary Data processed, 2023

Based on Table 4.6, it can be explained that the TCR results of respondents' answers to employee work productivity variables obtained 61.02 percent means included in the very good category. Of the 15 statements, 15 statements are included in the very good category. This is because employees always try to grow the level of accuracy, use working time effectively and efficiently and also they already know every *job description* given and employees are always committed to increasing work productivity by acting productively.

Statistical Description

Table 4. Statistical description of variables

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Workload (X1)	30	17.00	40.00	32.0667	5.23867
Organizational Culture (X)	30	60.00	84.00	73.0333	7.50854
Work Productivity (Y)	30	57.00	75.00	64.4000	5.46840
Valid N (listwise)	30				

Source: spss statistics version 25 (2023)

Based on table 4 above, it shows that N or the number of valid data for each variable is 30 from 30 samples. We can see that the workload (X1) has a minimum value of 17.00 and a maximum value of 40.00 with a mean score of 32.0667 with a standard deviation of 5.23867.

organizational culture (X2) from sample 30 is known to have a minimum value of 60.00, a maximum value of 84.00, a mean value of 73.0333 and a standard deviation value of 7.50854

Work productivity (Y) from sample 30 is known to have a minimum value of 57.00, a maximum value of 75.00, a mean value of 64.4000 and a standard deviation value of 5.46840.

Results of Validity and Reliability Tests (Data Validity Testing)

Validity test

Table 5. Validity Test of Variable X¹ Workload

Statement Items	Corrected Item Value Total Correlation (r _{count})	r _{table}	Criteria
1	0.635	0.367	Valid
2	0.755	0.367	Valid
3	0.904	0.367	Valid
4	0.535	0.367	Valid
5	0.905	0.367	Valid
6	0.865	0.367	Valid
7	0.536	0.367	Valid
8	0.656	0.367	Valid

Source: Processed primary data, 2023

Table 4.8 shows that the validity test on variable X1, namely Workload, all statements are declared valid, because the calculated r value (*Corrected item -Total Correlation*) > r_{table} of 0.367 and it is proven that the coefficient value is greater than the critical value or table at a significant level of 5 percent. This means that all instruments in the workload variable can be used to explain the workload of PT Sinar Terang Madani.

Table 5. Validity Test of Variable X² Organizational Culture (*family organization*)

Statement Items	Corrected Item Value Total Correlation (r _{count})	r _{table}	Criteria
1	0.505	0.367	Valid
2	0.645	0.367	Valid
3	0.677	0.367	Valid
4	0.614	0.367	Valid
5	0.788	0.367	Valid
6	0.668	0.367	Valid
7	0.847	0.367	Valid
8	0.746	0.367	Valid
9	0,800	0.367	Valid
10	0.685	0.367	Valid

11	0.701	0.367	Valid
12	0.701	0.367	Valid
13	0.780	0.367	Valid
14	0.699	0.367	Valid
15	0.766	0.367	Valid
16	0.610	0.367	Valid
17	0.407	0.367	Valid

Sumber: Data primer diolah, 2023

Table 4.9 shows that the validity test on variable X2, namely organizational culture, (*family organization*) statements are declared valid, because the $r_{\text{calculated}}$ value (*Corrected item -Total Correlation*) > r_{table} of 0.367 and it is proven that the coefficient value is greater than the critical value or table at a significant level of 5 percent. This means that all instruments in the organizational culture variable can be used to explain the organizational culture (*family organization*) of PT Sinar Terang Madani.

Table 6. Validity Test of Work Productivity Variable Y

Statement Items	Corrected Item Value Total Correlation (r_{hitung})	r_{tabel}	Kriteria
1	0,628	0,367	Valid
2	0,697	0,367	Valid
3	0,771	0,367	Valid
4	0,699	0,367	Valid
5	0,431	0,367	Valid
6	0,600	0,367	Valid
7	0,671	0,367	Valid
8	0,517	0,367	Valid
9	0,710	0,367	Valid
10	0,699	0,367	Valid
11	0,469	0,367	Valid
12	0,697	0,367	Valid
13	0,771	0,367	Valid
14	0,614	0,367	Valid
15	0,436	0,367	Valid

Source: Processed primary data, 2023

Based on Table 6 shows that the validity test of the Y variable, namely employee work productivity, shows that all statements are declared valid, because the $r_{\text{calculated}}$ value (*Corrected item -Total Correlation*) > r_{table} of 0.367, and it is proven that the coefficient value is greater than the table value at a significant level of 5 percent. This means that all instruments in the Y variable can be used to explain employee work productivity at PT Sinar Terang Madani.

Reliability Test

Table 7. Results of Reliability Test of Variable X¹

Reliability Statistics

Cronbach's Alpha	N of Items
.873	8

Source: Processed primary data, 2023

The results of Table 7 reliability test were conducted on statement items that were declared valid. The results of the reliability coefficient of the Workload variable instrument obtained a result of 0.873 with a value of N of Item = 8 Statements which means that the workload instrument is declared reliable or meets the requirements because *the Cronbach Alpha value* is more than 0.6. Judging from the table of reliability coefficient categories according to Sugiyono, it has very strong criteria, this means that all statement items in the questionnaire are reliable, so they can be used for research data collection.

Table 8. Results of Reliability Test of Variable X²

Reliability Statistics	
Cronbach's Alpha	N of Items
.929	17

Source: Processed primary data, 2023

The results of Table 8 reliability tests were carried out on the statement items that were declared valid. The results of the reliability coefficient of the Organizational Culture variable instrument (family organization) the result was 0.929 with a value of N of Item = 17. Statements which mean organizational culture instruments (*family organization*) is declared reliable or meets the requirements because *the Cronbach Alpha value* is more than 0.6. Judging from the reliability coefficient category table according to Sugiyono, it has very strong criteria, this means that all statement items in the questionnaire are reliable, so they can be used for research data collection.

Table 10. Results of Reliability Test of Variable Y

Reliability Statistics	
Cronbach's Alpha	N of Items
.859	15

Source: Processed primary data, 2023

The results of Table 10 The reliability test of the Y variable instrument Employee work productivity obtained a result of 0.859 with an *N of Item value* = 15, which means that the employee work productivity instrument is declared reliable or meets the requirements because *the Cronbach Alpha value* is more than 0.6. Judging from the reliability coefficient category table according to Sugiyono, it has very strong criteria.

The instruments of variable X1 · variable X2^{and} variable Y are said to be reliable because *the Cronbach's Alpha value* is more than 0.6, namely for variable X1^{0.873}, variable X2^{0.929} and variable Y 0.859 and when viewed in the reliability coefficient table according to Sugiyono (2015) it is at a very strong relationship level, meaning that the statement items in the questionnaire are consistent if used again.

Analysis Method

Table 11. Multiple regression analysis

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	17,856	7,423		2.405	.023
	Workload (X1)	.418	.128	.400	3.257	.003
	Organizational Culture (X)	.454	.090	.623	5,067	.000
a. Dependent Variable: Work Productivity (Y)						

Based on the results in Table 4.13, the results obtained show that the Constant value (a) is 17.856, while the workload value (regression coefficient) is 0.418 and the organizational culture value is 0.418. (*family* organization), (regression coefficient) of 0.454. From these results, it can be entered into the following regression equation.

$$Y = a + b_1X_1 + b_2X_2 + e \dots \dots \dots (4.1)$$

$$Y = 17.856 + 0.418 + 0.454x + e$$

The results of the equation above with a constant value of 17,856 means that the consistency value of the workload variable and the organizational culture variable is 17,856. The regression coefficient X1 is 0.418 or 41.8 percent and the regression coefficient x2 is 0.454 or 45.4, indicating that every 1% increase in the value of the workload and organizational culture. then it will increase by 0.418 (X1) 0.454 (X2) and the regression coefficient is positive. And based on the significance value obtained from Table 4.13 of 0.000 < 0.05 so that it can be explained that the workload variable (X1) and the organizational culture variable (*organizational family*) (X2) have an effect on the employee work productivity variable (Y). This means that workload and organizational culture (*family* organization) has a positive and significant influence on employee work productivity. This shows that the workload of organizational culture which is in PT Sinar Terang Madani, namely it has been running well so that employees can work comfortably and enthusiastically so that employee work productivity increases.

This is in line with the research conducted by Khuddami (2015), which states that to maintain the commitment of organizational members, namely by implementing a work-family culture that is passed down to each employee. This type of organizational culture can have a positive effect on employees, by treating employees like family and relatives, the employees will also give back to the company in terms of work productivity, organizational commitment, and loyalty to the company. Similar to the research conducted by Primadhania (2012), which states that there is an influence of organizational culture on employee work productivity, the higher and stronger the company culture, the higher the employee work productivity.

Partial Test (T-TEST)

Table 12. T-Test Results

Coefficients ^a	
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Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	17,856	7,423		.405	.023
Workload (X1)	.418	.128	.400	.257	.003
Organizational Culture (X)	.454	.090	.623	.067	.000

a. Dependent Variable: Work Productivity (Y)

Source: SPSS Data Processing Results Version 25 (2023)

Based on Table 4.13 with the calculated t value of the workload variable obtained at 3.257 and the calculated t value of the organizational culture variable obtained at 5.067. Furthermore, the degree of freedom can be seen with a significance level of 0.05 percent. The t table value can be calculated using the following formula.

$$\begin{aligned}
 t_{table} &= t(\alpha/2; n-k-1) \dots\dots\dots(4.2) \\
 &= t(0.05/2; 30-2-1) \\
 &= t(0.025; 27) \\
 &= 2,052
 \end{aligned}$$

Description: $\alpha = 0.05$
 $n =$ Number of Samples
 $k =$ number of independent variables

Based on these calculations, the t_{table} is obtained of: 2.052. The results of the regression calculation of the workload variable on employee work productivity show a significance value of $0.00 < 0.05$ and the value of the workload variable $t_{count} 3.257 > 2.052$ and organizational culture $t_{count} 5.067 > 2.052$. Therefore, for both independent variables $t_{count} > t_{table}$ then H1 is accepted and H0 is rejected, meaning that the workload and organizational culture variables have a significant effect on employee work productivity, meaning the hypothesis is accepted. This is because workload and organizational culture are supporting factors for achieving high work productivity for employees.

Workload Organizational culture (organizational *family*) is the soul of the company that is a guideline for employees in working through their daily lives in the company so that they become individuals who can realize good employee work productivity. Every employee always upholds the values of responsibility and organizational values, where employees can complete work on time without any pressure, and are very enthusiastic about participating in activities organized by the company as a form of loyalty, and feel very happy to be able to join PT Sinar Terang Madani. And employees understand things related to work, such as provisions, systems and work procedures.

Analysis of Determination Coefficient R^2

Table 12. Results of the R2 Determination Coefficient Test

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.772 ^a	.595	.565	3.60514	.595	19,861	2	27	.000
a. Predictors: (Constant), Organizational Culture (X), Workload (X1)									

Source: Primary Data processed 2023

R is the correlation coefficient which means the correlation coefficient value between variables X1 and X2 to variable Y is 0.772 meaning the relationship between workload and organizational culture (organizational *family*) with employee work productivity is 77.2 percent. This means that the relationship between workload and organizational culture (organizational *family*) with employee work productivity is at a strong relationship level, as can be seen in the following correlation coefficient interpretation table.

Table 13. Interpretation of Correlation Coefficient

Coefficient Interval	Relationship Level
0.00 – 0.199	Very Weak
0.20 – 0.399	Weak
0.40 – 0.599	Currently
0.60 – 0.799	Strong
0.80 – 1,000	Very strong

Source: Sugiyono, 2013

Based on Table 5.13 of the SPSS output "Model Summary", it is known that the value of the determination coefficient or R Square (R^2) is 0.595. The R square value of 0.595 comes from squaring the correlation coefficient value, namely.

$$KD = R^2 \times 100\%$$

$$KD = 0.772 \times 0.772 \times 100\%$$

$$KD = 0.595$$

Meaning of the influence of organizational culture variables (*family* organization) to variable Y is employee work productivity of 0.595 or 59.5 percent. From the results of 59.5 percent, there are other factors of 40.5 percent that can affect employee work productivity besides organizational culture, namely motivation, communication, and work environment.

Discussion

Basically, this study tries to determine the influence that occurs between the influence of workload and organizational culture on employee work productivity at PT. sinar terang madani, Makassar city based on the results of the analysis that has been carried out from the data obtained during the study, then each relationship that occurs between the independent variable and the dependent variable can be described as follows:

5.1 The influence of workload and organizational culture on work productivity

From the results of the analysis that has been done previously, statistically obtained results that the variables of workload and organizational culture have a positive and significant effect on employee work productivity at PT. sinar terang madani, Makassar city.

This is proven through the results of statistical tests which show that the regression coefficient of the variable is positive, obtained by ttable of: 2.052. The results of the regression calculation of the workload variable on employee work productivity show a significance value of $0.00 < 0.05$, the value of the workload variable tcount $3.257 > 2.052$ and organizational culture tcount $5.067 > 2.052$.

The influence of strong workload and organizational culture can increase work productivity. Because the success of work productivity will also be influenced by management in a company. The workload and organizational culture in PT. Sinar Terang Madani is how each employee is able to do the work given according to the company's standard operating procedures (SOP) and maintain harmonious relationships with superiors, coworkers, and subordinates like family but still based on work professionalism, and still comply with applicable rules and administrative systems.

Conclusion

This study aims to determine the effect of workload and organizational culture on employee work productivity at PT. Sinar Terang Madani, Makassar City. From the data obtained from the distribution of questionnaires, testing was carried out using SPSS version 25. From the processing of the data, we can obtain data that supports the results of the study. Based on the data analysis that has been carried out and the discussion that has been described, the following conclusions can be drawn:

1. There is an influence of workload (x1) and organizational culture (x2) on employee work productivity at PT. Sinar Terang Madani, Makassar City.
2. There is a simultaneous relationship between workload (x1) and organizational culture (x2) on employee work productivity at PT. Sinar Terang Madani, Makassar City.

In conclusion, it can be concluded that good workload and organizational culture play an important role so that the workload borne by each human resource owned by the company can be carried out effectively and efficiently, so that the company is able to achieve its goals.

This study aims to analyze the relationship between workload (X1), organizational culture (X2) and work productivity (Y) using descriptive statistics. The number of valid data for each variable is 30. Workload (X1) has a minimum value of 17 and a maximum value of 40.

And the amount of organizational culture data (X2) from a sample of 30 is known to have a minimum value of 60 and a maximum value of 84. Data reliability is assessed using the Cronbach's Alpha test, which is a measure of reliability for all variables. Data reliability is assessed using the Cronbach's Alpha test, which is a measure of data reliability.

Reliability and hypothesis analysis were conducted using multiple linear methods, namely the linear relationship between independent variables (X) and dependent variables (Y). The results of the study showed that the relationship between independent variables was significant with a probability of 0.05. The results of the study showed that the relationship between workload (X1) and organizational culture (X2) and work productivity (Y) was positive, with a significant relationship between the three variables.

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