Influence Work Culture, Integrity and Information Technology of Employee Performance in the Office of the Ministry of Religion, Sungai Penuh City

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Abstract

The purpose of this study is to uncover the impact of a work culture, integrity and information technology in the office of the Ministry of Religious Affairs of Sungai Penuh. This study uses quantitative methods using exogenous variables, namely variables of work culture (X1), integrity (X2), variables that affect information technology (X3), and endogenous variables, namely employee productivity at the office of the Ministry of Religious Affairs of the city Sungai Penukh (Y). The population of this study is all employees in the office of the Ministry of Religion of Sungai Penukh . The respondents in this study were 50 samples. Data collection methods in this study with using the proportional method of multi-stage random sampling. The data analysis methodology uses path analysis and is divided into 2 lines, namely, substructure 1 and substructure 2 Data is collected using a questionnaire that has been previously checked for reliability and reliability of both the contents and empirical test items in the field. The results from this study found that the hypothetical model turned out to be a new model in improving the performance of employees at the Ministry of Religious Full River. Found in the research shows : 1) There is a direct impact of work culture on information technology by 12.1 % with a value of 0.0 07 . 2) There is a direct impact on integrity in the field of information technology amounted to 13 , 1 % value of 0.00 6 . 3) There is a direct impact of work culture on the productivity of employees of the Ministry of Religious Full River 6, 1 % value is 0.0 - 1 4) There is a direct impact on the integrity of the performance of workers under the Ministry of Religious River City Full 10.3 % with a significance of 0.008 9 . 5) There is a direct impact of information technology on employee productivity on the Ministry of Religious Full River amounted to 1 1 , 5 %, with a value of 0.0 11 . 6) There is no direct impact on the culture of work on the productivity of employees of the Ministry of Religious Full River through information technology amounted to 11 , 8 % and 0,000 values . 7) There is an indirect effect of integrity from the performance of an employee of the Ministry of Religious Full River 12 , 3 % and 0,000.

Keywords: *work culture, integrity, information technology, performance*

Introduction

Employees Eran is very important d naturally me Implementation of activities in the field of management and development . P egawai country as a state apparatus, which carry out management and development in order to achieve the goal of the state.

For effective, efficient and optimal implementation of organizational tasks in government, it is necessary to develop planned and sustainable human resources so that they receive competent, professional and capable human resources that are of high quality in accordance with the requirements of the organization and are expected to become an example for other communities.

The Good employee needs in order t ercapainya organization's objectives . K inerja following the results of work in the field of quality and quantity achieved by employees in the performance of their duties in accordance with the duties assigned to him by (Mangkunegara, 2000).

The office of the Ministry of Religious Affairs of the city of Sungai-Penuh is a state institution of the vertical echelon III, located in the city of Sungai-Penuh, which implements policies and reports directly to the Minister of Religion in accordance with the Resolution of the (Minister of Religious Affairs No. 13 of 2012, 2012).

As indicated in subparagraphs (1) and (2) of Article 144 of the Minister's Decree on Religious Affairs No. 13 of 2012, the Department of Religious Affairs in the city of Sungai-Penukh of the city has an organizational structure consisting of an Administrative, Islamic entity, the Operational Department of the Hajj and Umra, The Islamic Community Leadership Section and the Functional Group of Observers and Consultants at the office of the Ministry of Religious Affairs of Sungai Penuh. The field of activity of the Ministry of Religious Affairs of the city of Sungai-Penukh, namely: Pesesir-Bukit district, Koto-Baru district, Hamparan-Ravang district, Sungai-Penukh district, Sungai-Bungkal district, Pondok-Tinggi district, Tanakh-Kampung district and district Kumun Debye.

Based on the data obtained by researchers during observations in the office of the Ministry of Religious Affairs of the city of Sungai-Penukh, some problems were discovered with the work of employees of the Ministry of Religious Affairs of the city of Sungai-Penukh. This is indicated by the fact that there are still performance targets that have not been fully implemented, and there are still quite a few targets for civil servants of the Ministry of Religion of the city of Sungai-Penukh that have not been achieved. This is due to the fact that some employees of the Kerinci Regional Secretariat still do not have a good working culture , it is also associated with honesty.

To achieve optimal performance , a good working culture is needed so that organizational goals can be achieved. B uday work as basic visible and invisible in a person, when viewed in terms of values and beliefs, pemahan, how to work, norms, attitudes and behavior of any person or group of people that can help achieve the goals of the organization, accompanied by good leadership, communication healthy, sense of time, and S i stems *reward* and *punishment* fair (Frinaldi, n.d.) . This is consistent with the theory uncovered by (stephan P. Robbins, 2002), which argues that a work culture can improve productivity.

Run a series of functions within the organization. (a) culture plays the role of setting boundaries. (b) culture gives a sense of identity to each member of the organization. (C) , cultural promote a commitment to something - something larger than kepenti ngan his personal self. (d) culture enhances the stability of the social system. Culture is a social glue that helps bring an organization together by providing appropriate standards for what organization members need to say and do (S. Robbins, 2008).

Integrity can also affect the performance , because the factor determinants of individual work in organizations are individually - psychological factors (Mangkunegara, 2005). a normal person is a person who has a high degree of continuity between the mental functions (spiritual) and physical (physical). I ntegritas is an obligation to do everything in accordance with the principles of proper and ethical, in accordance with values and norms, and there is a consistency to continue to make this obligation in any situation, not seeing the possibility or coercion to get out of the principle of (Zahra, 2011).

Information technology can also affect employee productivity because information technology refers to all forms of technology that are used to create, store, modify, and use information in all its forms (Suyanto, 2005) . Information technology is a way of obtaining quality information, such as up-

to-date, accurate and timely information, which is used for personal, business and government purposes.

By because it is based on the phenomenon that the researchers described, on the issues of work culture, integrity and information technology researchers are interested in further research on the productivity of workers of the Ministry of Religious Full River, in order to identify and study various factors, indicators of the influence of the employee of the law "Influence of culture labor, integrity and information technology for the work of public servants in the office of the Ministry of Religious Affairs of the city of Sungai Penukh.

Literature Review
Performance

Productivity is the result of the quality and quantity of work performed by employees in the performance of their duties in accordance with their responsibilities (Mangkunegara, 2000). To inerja is also the willingness of a person or group of people to do activities and completed in accordance with their duties, with expected results.

Work Culture

A good job can improve productivity (stephan P. Robbins, 2002). B strong organization provides a clear understanding of employees about "how to resolve things in this environment", culture ensures the sustainability of the organization (S. Robbins, 2008) .

Integrity

One of the factors determining the performance of individual work in an organization is a person who has a high degree of integrity between his psychological (spiritual) and physical (physical) functions. Having a high integrity between mental and physical functions, a person has good self-focus. This good concentration is the main capital of an individual in order to be able to manage and use his potential optimally when performing actions or daily work activities in achieving organizational goals. (Mangkunegara, 2005)

Information Technology

Effective use of information technology will contribute to the successful completion of tasks (Lamatenggo, 2011). Sehingga with this information technology can increase employee productivity.

Conceptual Basis

In accordance with the theoretical framework and some of the previous research results cited above, a conceptual framework can be made that will be guided as shown in the figure below:
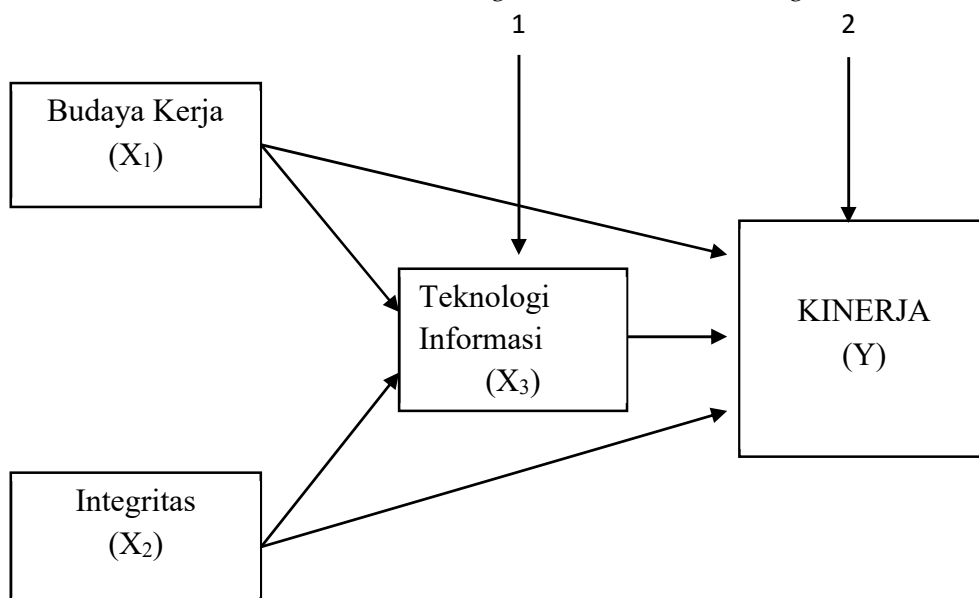
Method

Metode used in this study using a quantitative method of path analysis, which is used to analyze the relationship between variables with the goal of men getahui direct and indirect effects of independent variables (exogenous) to the dependent variable (endogenous). The *analysis* model *of the way* in question is the causality model, with exogenous variables the variable of cultural workers (X_1), integrity (X_2), an intermediate variable information technology (X_3) and an endogenous variable is the performance of an employee in the Department of the Ministry of River Religion City Full (Y). The data collection methods in this study using the *proportional stratified random sampling* method yait from the sampling methods are taken from each subpopulation conducted in random order in proportion to the rank of the groups of workers that exist in each subgroup. The study involved all employees of the Department of Religious Affairs in the city of Sungai-Penukh 56 people with a sample of 50 people.

Results and Discussion

1. Direct Influence of Working Culture on Information Technology

Based on the results of the study, researchers at the River City Full Department of Religious Affairs indicate that work culture directly affects information technology employees at the River City Full Department of Religious Affairs. Based on these results, a work culture can influence the employees of the information technology department of the Ministry of Religious Affairs of the city of Sungai-Penukh and have the opportunity to have a significant impact on information technology. This means that the better the work culture can increase the use of information technology, and vice versa, if the work culture is low, the lower the use of information technology by employees. In good job, organizational strategy and information technology, all three are interconnected and influence each other (Marshall Romney, dan Steinbart, 2006). The results of this study are also supported by other studies, such as a study by (Mukhlis, 2011) The impact of information technology and organizational culture on productivity.

From the results of describing the variable working culture of employees in the office of the Ministry of Religion of the city of Sungai Penuh, this is good.

Based on the results of studies and theories of experts used in this study regarding the impact of work culture on information technology, the researcher can conclude that the better the work culture of employees can increase the use of information technology, but vice versa, if the work culture is low the lower the use information technologies.

2. Direct Effect of Integrity on Information Technology

Based on the results of studies conducted by researchers at the Office of the Ministry of Religious Affairs of the city of Sungai-Penukh, it is shown that integrity directly affects the use of information technology in the Office of the Ministry of Religious Affairs of the city of Sungai-Penukh. Based on these results, integrity can affect the use of information technology in the Office of Agam Sungai Penukh City and can significantly affect the use of information technology . Good employee honesty can increase the use of information technology, and vice versa, if the integrity of employees is low, the use of information technology will be lower. P emanfaatan information technology is the level of integration of information technology in the implementation of the tasks of (Jurnali & Supomo, 2002).

From the results of the description of the variables of employee honesty in the office of the Ministry of Religious Affairs of the city of Sungai Penukh, it can be seen that each indicator of honesty belongs to a good category, this shows that employee honesty is good.

Based on the results of the study and theories of experts used in this study regarding the impact of employee integrity on information technology, the researcher can conclude that the better the integrity of employees can increase the use of information technology, but, on the contrary, if integrity is low, this the lower the use of information technology will be.

3. **Direct Effect of Work Culture on the Performance of Employees in the Office of the Ministry of Religion in Sungai Penuh City**.

Based on the results of empirical research, researchers in Kant O r of the Ministry of River Religion Full City indicates that the work culture directly affects the productivity of employees in the Office of the Ministry of Religious Full Rivers. The results of the work of culture can affect the work of employees in the Office of the Ministry of Religious Full Rivers and can affect the productivity of employees significantly. This means that the better the culture of employees, the higher the productivity of employees; on the contrary, if the work culture of employees is lower, the lower the productivity of employees in the office of the Ministry of Religious Affairs of the city of Sungai-Penukh.

In addition, based on the results of describing the variables of the work culture of workers in the office of the Ministry of Religious Affairs of the city of Sungai-Penukh, it can be seen that the work culture of workers as a whole in a good category can be seen by the indicators of each good work culture, this, of course, needs to be maintained and improved.

A goodjob can increase employee productivity (stephan P. Robbins, 2002) . In addition, b udaya strong organization provides a clear understanding of employees' as the settlement of affairs in this environment, "culture provides resistance organization (S. Robbins, 2008).

Studies of acyl and expert theories that are used in this study, which expresses concern about the impact of corporate culture on productivity, researchers can conclude that, the better the work culture of employees within the organization will be able to increase employee productivity, and, conversely, if work culture the lower the lower the productivity of employees.

4. **Direct Effect of Integrity on Employee Performance in the Office of the Ministry of Religion in Sungai Penuh City**.

Based on the results of studies conducted by researchers at the Office of the Ministry of Religious Affairs of the city of Sungai-Penukh, it is clear that honesty directly affects the work of employees of the Department of Religious Affairs of the city of Sungai-Penukh. Based on these results, this honesty can affect the work of employees in the office of the Ministry of Religious Affairs in the city of Sungai Penuh and can have a significant impact on employee productivity. This means that the higher the level of honesty of employees, the higher the productivity of employees. Conversely, if employee integrity is low, it also reduces employee productivity. These data are also reinforced by (Mangkunegara, 2005). Due to factors deciding individual indicators within the organization are individuals who have a high degree of integrity between mental functions (spiritual) and physical (physical). Having a high integrity between mental and physical functions, a person has good self-focus. This good concentration is the main capital of an individual in order to be able to manage and optimally use his potential in carrying out actions or daily work activities in achieving organizational goals.

In addition, based on the results of the description of employee integrity variables in the Office of the Ministry of Religious Affairs of the city of Sungai Penuh, it is clear that the integrity of employees as a whole in a good category can be seen by the indicators of each integrity in a good category, which, of course, needs to be maintained and improved.

Thus, based on the results of studies and theories of experts used in this study regarding the impact of integrity on productivity, the researcher can conclude that the better the integrity of employees can improve the productivity of employees, but, conversely, if integrity is low, it will be more and more also low productivity for employees.

5. **Direct Influence of Information Technology on the Performance of Employees in the Office of the Ministry of Religions in the City of Sungai Penuh.**

Based on the results of studies conducted by researchers at the Office of the Ministry of Religious Affairs of the city of Sungai-Penukh, it is clear that information technology directly affects the performance of employees in the Department of the Ministry of Religious Affairs of the city of Sungai-

Penukh. Based on these results, information technology can affect the work of employees in the office of the Ministry of Religious Affairs in the city of Sungai Penuh, and can significantly affect the performance of employees. In other words, the higher the use of information technology by employees at the office of the Ministry of Religious Affairs in Sungai Penuh, the higher the productivity of employees, and vice versa, if the use of information technology by employees is low, the productivity of employees will also decrease.

In addition, based on the results of the description of variable information technologies in the Office of the Ministry of Religious Affairs of the city of Sungai-Penukh, it can be seen that the use of information technologies as a whole in a good category can be seen for each indicator in a good category, which, of course, needs to be maintained and improved. Effective use of information technology will contribute to the successful completion of tasks (Lamatenggo, 2011; Uno, 2011).

Thus, based on the results of studies and theories of experts used in this study regarding the impact of information technology on productivity, the researcher can conclude that the better information technology can increase employee productivity, but, on the contrary, if information technology is not good, the more also low productivity per employee.

6. The Indirect Effect of Work Culture on the Performance of Employees in the Office of the Ministry of Religion in Sungai Penuh City Through Information Technology

The results of a study based on hypothesis testing showed that there is an indirect effect between the work culture on employee productivity using information technology. Based on the results of indirect data processing, it is known that the influence of work culture on employee productivity using information technology is very significant. Thus, it can be said that, in addition to the direct impact between the work culture on employee productivity, the indirect effect of the work culture through employee information technology also affects employee productivity, which means that a work culture can also improve employee productivity using employee information technology.

7. Indirect Effects of Integrity on Employee Performance at the Office of the Ministry of Religion in Sungai Sungai City Using Information Technology.

Based on the results of this study, hypothesis testing shows that there is an indirect effect between the integrity and effectiveness of employees using information technology. Based on the results of indirect data processing, it is known that the impact of integrity on employee productivity using information technology is very significant. Thus, we can say that in addition to the direct impact on integrity on productivity, employee productivity can also be affected by the indirect effect of integrity on employee productivity through information technology, which means that integrity can also improve employee productivity.

Conclusions

Based on the results of hypothesis tests to determine the effect of work culture, integrity and information technology on the performance of employees of the office of the Sungai City Ministry of Religion Penuh. From the results of the data processing and the discussion, as explained, it can be concluded that:

1) There is an influence of the work culture on information technology in the office of the ministry of religion in the city of Sungai Penuh. With another meaning that work culture can influence information technology, to use technology well in the office of the ministry of religion in Sungai Penuh city, it was also necessary to apply a good work culture.

2) There is an influence of integrity on information technology in the office of the ministry of religion in Sungai Penuh city. With another meaning that integrity can influence information technology, to be able to use technology properly in the office of the Ministry of Religion in Sungai Penuh City, good integrity at work must also be applied.

3) There is an influence of the work culture on the performance of employees in the office of the Ministry of Religions in Sungai Penuh city. With another meaning that work culture can affect performance, to get good performance from employees in the office of the religion department in Sungai Penuh city, it is necessary to establish a good work culture.

4) There is an influence of integrity on the performance of employees in the office of the ministry of religion in Sungai Penuh city. With another meaning that integrity can affect performance, to obtain good performance from employees of the office of the city of religion in Sungai Penuh city, good integrity must also be applied.

5) There is an influence of information technology on the performance of employees in the office of the city of religion in Sungai Penuh city. With another meaning that information technology can affect performance, to get good performance from employees in the office of the religion ministry in Sungai Penuh City, good information technology also had to be used.

6) There is an indirect influence of work culture on performance through information technology in the office of the ministry of religion in the city of Sungai Penuh, which means that in addition to having an influence between the work culture and employee performance, employee performance is also influenced by the indirect influence of the work culture through information technology.

7) There is an indirect effect of integrity on performance through information technology in the office of the ministry of religion in the city of Sungai Penuh, which means that in addition to having an influence between integrity on employee performance, employee performance is also influenced by the indirect effect of integrity through information technology.

Based on the above findings in this study, the researchers tried to give the following advice:

1) Improve and maximize employee performance of the performance of the employees of the Ministry of Religion of the full river city.

2) For other researchers, it can be used as a reference, namely regarding the performance of the employees of the Ministry of Trade office of the full river city.

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