

THE INFLUENCE OF WORK DISCIPLINE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT PT. WISMA SERATUS SEJAHTERA

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Abstract. This study aims to test and analyze the influence of Work Discipline and Organizational Culture on Employee Performance at PT. Wisma Seraus Sejahtera. The independent variables used are Work Discipline and Organizational Culture, while the dependent variable is Employee Performance. The data collection method in this study was carried out by distributing questionnaires to 38 respondents at PT. Wisma Seratus Sejahtera. The research method used is a quantitative method that is associative using primary data. These results indicate that Work Discipline has a positive and significant effect on Employee Performance with a calculated t value greater than t table $2.232 > 2.030$ and a significant value of $0.032 < 0.05$, Organizational Culture has a positive and significant effect on Employee Performance with a calculated t value greater than t table $3.110 > 2.030$ and a significant value of $0.004 < 0.05$. Together, Work Discipline and Organizational Culture have a positive and significant effect on Employee Performance with a calculated F value greater than the F table $22.263 > 3.27$ and a significant value of $0.001 < 0.05$.

Keywords: Work Discipline; Organizational Culture; Employee Performance

I. INTRODUCTION

The business world is currently entering an era of globalization that demands increasingly tight competition between companies. For this reason, every company must make internal improvements in order to develop well. Human resources (HR) are one of the key elements that influence company performance. With good HR, a company can grow rapidly. HR plays an important role in the development of a company, because even though technology is increasingly sophisticated, without effective HR management, company performance cannot be maximized.

PT. Wisma Seratus Sejahtera (WSS), a subsidiary of PT PP Properti Tbk (PPRO), is engaged in property management, including building management, hospitality, and accommodation provision. This company has a vision to become a superior and globally competitive national property developer company, as well as a mission to develop superior real estate and property products, innovate, and provide comfort for consumers, and improve employee welfare.

To achieve this vision and mission, the company needs to evaluate employee performance. Employee performance is a behavioral process carried out to achieve company goals. Performance evaluation is important to ensure that employees have worked as expected and to minimize problems such as poor work discipline and organizational culture. Work discipline refers to the attitude of employees who respect and obey company regulations, while organizational culture is a

pattern of behavior, norms, and values developed within an organization as a guideline and solution to problems.

Based on the results of initial observations, employee performance at PT. Wisma Seratus Sejahtera has decreased. This is reflected in employee performance assessment data which shows a decline in aspects of service quality, integrity, target achievement, discipline, and teamwork from 2021 to 2023. For example, service quality fell from 93 in 2021 to 75 in 2023. This decline in performance is thought to be caused by low work discipline and organizational culture in the company. Employees often violate company procedures and lack initiative in completing work.

Previous research by Abdullah et al. (2023) showed that work discipline has a positive effect on employee performance, while research by Sucipto et al. (2019) stated that organizational culture also has a positive effect on employee performance. Therefore, good work discipline and organizational culture are essential to improve employee performance. Leaders who are able to provide the right direction, motivation, and support have an important role in creating both.

In addition to work discipline and organizational culture, work motivation and leadership style also affect employee performance. Work motivation is an internal or external drive that makes employees enthusiastic about achieving organizational goals. Meanwhile, leadership style includes how leaders manage their teams to achieve goals, including behavior, values, and methods used to motivate team members.

Based on the description above, researchers are interested in further researching the influence of work discipline and organizational culture on employee performance at PT. Wisma Seratus Sejahtera, with the research title "The Influence of Work Discipline and Organizational Culture on Employee Performance at PT. Wisma Seratus Sejahtera."

According to the above, the objectives to be achieved are to find out: (1) To find out and analyze the influence of Work Discipline on Employee Performance at PT Wisma Seratus Sejahtera. (2) To find out and analyze the influence of Organizational Culture on Employee Performance at PT Wisma Seratus Sejahtera. (3) To find out and analyze the influence of Work Discipline and Organizational Culture together on Employee Performance at PT Wisma Seratus Sejahtera.

Framework of Thinking

The object of this research consists of two variables, namely independent variables and dependent variables. The independent variables in this study are Work Discipline (X1) and Organizational Culture (X2), while the dependent variable is Employee Performance (Y).

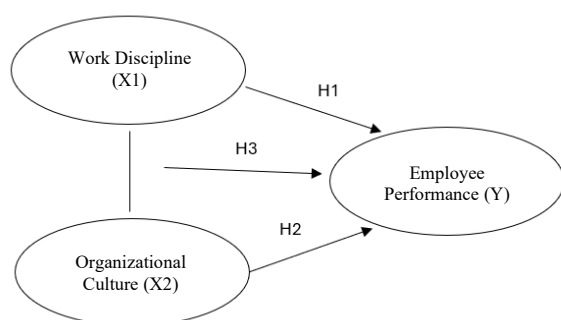


Figure 1. Thinking Framework

Description:

- H1 = Hypothesis of Work Discipline variable influences Employee Performance.
 H2 = Hypothesis of Organizational Culture variable influences Employee Performance.
 H3 = Hypothesis of Work Discipline and Organizational Culture variables together influence Employee Performance.

Hypothesis

In this study, the hypotheses put forward are as follows:

1. H1: There is an influence of Work Discipline on Employee Performance at PT Wisma Seratus Sejahtera.
2. H2: There is an influence of Organizational Culture on Employee Performance at PT Wisma Seratus Sejahtera.
3. H3: There is an influence of Work Discipline and Organizational Culture together on Employee Performance at PT Wisma Seratus Sejahtera.

The formulation of the null hypothesis (H_0) and alternative (H_1) in this study are as follows:

- H_0 : There is no influence between Organizational Culture and Work Discipline on Employee Performance.

- H_1 : There is an influence between Organizational Culture and Work Discipline on Employee Performance.

The hypothesis will be further tested using statistical analysis to determine whether there is a significant influence of Work Discipline and Organizational Culture on Employee Performance at PT Wisma Seratus Sejahtera.

II. RESEARCH METHOD

Research design is a strategy used to systematically integrate research elements, which aims to analyze the focus of the research. According to Sukardi, research design includes all the steps needed to plan and carry out research. In this study, the author uses a quantitative research type that is associative in nature, which aims to describe, examine, and explain the phenomena studied through numbers. This study emphasizes objectivity and the use of statistics in data processing to obtain results in the form of numbers that can be tested for validity and reliability (Sahir, 2022). This approach is based on the philosophy of positivism, which prioritizes scientificity and testing of theories with measurable data (Sihotang, 2023). The type of research used is associative research, which aims to determine the influence or relationship between two or more variables. The researcher identified the relationship between the variables Work Discipline (X1) and Organizational Culture (X2) as independent variables, and Employee Performance (Y) as the dependent variable. These variables are measured using relevant indicators to obtain valid and accurate data. The data sources come from primary data collected through interviews and questionnaires, as well as secondary data obtained from company reports and documents (Azharisyah Ibrahim, SE.Ak, 2021).

The research was conducted at PT. Wisma Seratus Sejahtera in Depok, West Java, with the implementation time starting from October to December 2024. The research population consisted of 38 employees in the production department of PT. Wisma Seratus Sejahtera, and the entire population was used as a research sample with non-probability sampling techniques and saturated sampling methods (Sugiyono, 2018; Arikunto, 2017). Data collection techniques involve observation, questionnaires, interviews, and literature studies. Observations were made to observe the behavior of participants, while questionnaires were distributed via Google Form. Interviews were conducted to collect information directly, both face-to-face and through communication media such as telephone or Zoom. Literature studies were conducted to collect data from relevant written sources.

In data analysis, this study uses statistical tests with the help of SPSS, including validity tests, reliability tests, classical assumption tests, multiple linear regression, and hypothesis testing. Validity test is used to ensure how accurately the instrument measures the desired variables, while reliability test measures the consistency of the instrument in repeated measurements, with Alpha Cronbach's > 0.600 considered reliable. Classical assumption tests, including normality, heteroscedasticity, and multicollinearity tests, are conducted to ensure the data meets the assumptions required in the regression analysis. Multiple linear regression models are used to measure the influence of organizational culture and work

discipline on employee performance. The coefficient of determination (R^2) test is used to determine the extent to which the independent variables explain the variation in the dependent variable. The t-test is used to test the influence of each independent variable partially, while the F-test is used to test the simultaneous influence on the dependent variable. All hypothesis tests are conducted with a significance level of 5%.

III. RESULT AND DISCUSSION

Data Collection Results

1. Respondent Overview

The analysis of respondent response data in this study is based on a questionnaire that has been distributed to 38 respondents who are employees of PT. Wisma Seratus Sejahtera. Respondents come from various backgrounds, both men and women, who work in various divisions of the company, including the building management team, development team, marketing team, and housekeeping. Respondent profiles are analyzed based on factors such as gender, age, and education level. Understanding the characteristics of these respondents will provide a clearer picture of their perspectives and experiences related to the research topic. To further explore the characteristics of the respondents, the data can be seen in the following table.

Based on gender, the composition of employees consists of 26 men (68.4%) and 12 women (31.6%). Meanwhile, based on age, most respondents are between 25 and 30 years old, with a total of 28 people (73.7%). There are also 6 people (15.8%) aged between 31 and 40 years, 2 people (5.3%) aged between 41 and 50 years, and 2 other people (5.3%) aged 21 years. Regarding education level, most respondents, namely 32 people (84.2%), have a bachelor's degree, while 6 people (15.8%) have a high school/vocational high school education.

In addition, the composition of respondents is also seen based on the length of work. As many as 5 people (13.2%) have worked for less than 1 year, 22 people (57.9%) have worked between 1 and 3 years, and 11 people (28.9%) have worked between 4 and 6 years. This data provides an overview of the demographic distribution that can affect respondents' responses to the topic being studied.

2. Data Instrument Test

a. Validity Test

A model is said to be valid if its significance value is below 0.05 or 5%. The test criteria are if the calculated $rr > rr$ table, then the statement instrument is significantly correlated to the total score (valid). In this case, the number of data (n) = 38, and with degrees of freedom (df) = 38 - 2, the rr table value is 0.320.

Table 1. Validity Test of Employee Performance Instrument (Y)

Instrument	r count	r table	Information
1	0,499	0,320	Valid
2	0,465	0,320	Valid
3	0,503	0,320	Valid
4	0,502	0,320	Valid
5	0,509	0,320	Valid
6	0,494	0,320	Valid

7	0,567	0,320	Valid
8	0,483	0,320	Valid
9	0,446	0,320	Valid
10	0,528	0,320	Valid

Source: Data processed by SPSS 30

Seeing the results of Table 1, by comparing the calculated rr with the table rr of 0.320, it can be concluded that all statements regarding employee performance are valid. This is because the calculated rr for each item is greater than the table rr . Therefore, all instruments used to measure employee performance in this study meet the validity criteria and can be used for further analysis.

Table 2. Validity Test of Work Discipline Instrument (X1)

Instrument	r count	r table	Information
1	0,511	0,320	Valid
2	0,553	0,320	Valid
3	0,505	0,320	Valid
4	0,644	0,320	Valid
5	0,675	0,320	Valid
6	0,637	0,320	Valid
7	0,474	0,320	Valid
8	0,474	0,320	Valid

Source: Data processed by SPSS 30

Seeing the results of Table 2 that have been presented, by comparing the calculated rr with the table rr which is 0.320, it can be concluded that all statements regarding employee performance are valid. This is because the calculated rr for each item is greater than the table rr , which means that the measurement instrument used for the employee performance variable has met the validity criteria. Therefore, all items in this instrument can be used for further analysis in the study.

Table 3. Validity Test of Organizational Culture Instrument (X2)

Instrument	r count	r table	Information
1	0,469	0,320	Valid
2	0,452	0,320	Valid
3	0,410	0,320	Valid
4	0,453	0,320	Valid
5	0,484	0,320	Valid
6	0,479	0,320	Valid
7	0,505	0,320	Valid
8	0,448	0,320	Valid
9	0,467	0,320	Valid
10	0,453	0,320	Valid
11	0,537	0,320	Valid
12	0,515	0,320	Valid

Source: Data processed by SPSS 30

Seeing the results of Table 3 that have been presented, by comparing the calculated rr with the table rr which is 0.320, it can be concluded that all statements regarding work discipline

are valid. This is because the calculated rr for each item is greater than the table rr , which indicates that all items in the work discipline measurement instrument meet the validity criteria. Thus, the instrument can be used for further analysis in this study.

b. Reliability Test

In this test, the number of independent variable instruments to be tested is 8 instruments for Work Discipline, 12 instruments for Organizational Culture and 10 instruments for Employee Performance which have been declared valid in the validity test that has been conducted previously. The results of the reliability test for each indicator of this research variable can be seen in the following table:

Table 4. Reliability Test Results

Variables	Cronbach's Alpha	Limitation	Description
Work Discipline	0,670	0,600	Reliable
Organizational Culture	0,680	0,600	Reliable
Employee Performance	0,664	0,600	Reliable

Source: Data processed by SPSS 30

Based on the results of table 4, it shows that each independent and dependent variable is declared reliable because it has a Cronbach's Alpha value of more than 0.600, which means that the results can be accepted with a good value.

3. Classical Assumption Test

a. Normality Test

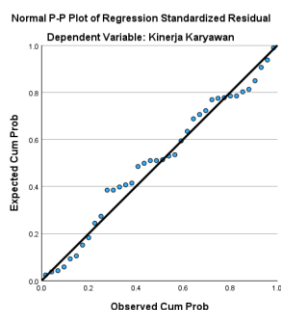


Figure 2. Results of Normality Test Normal Probability Plots

Source: Data processed by SPSS 30

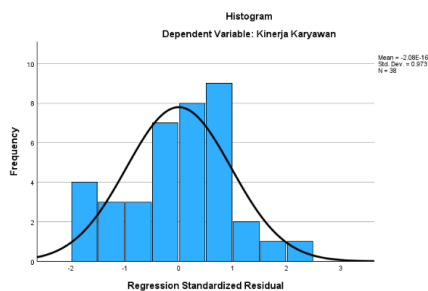


Figure 3. Results of Normality Test Histogram Graph

Source: Data processed by SPSS 30

b. Heteroscedasticity Test

To detect heteroscedasticity, it can be done by looking at the presence or absence of a certain pattern in the scatterplot graph between SRESID and ZPRED where the X and Y axes have been predicted and the Y axis is the residual (predicted Y - actual Y) which has been studentized. The results of the heteroscedasticity test in this study can be seen in the following figure:

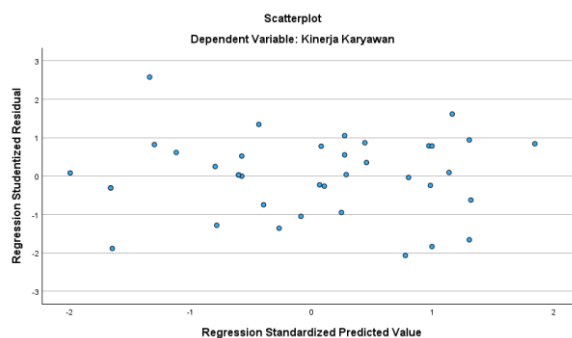


Figure 4. Heteroscedasticity Test Results

Source: Data processed by SPSS 30

Based on Figure 4 above, it can be seen that the points in the graph are spread randomly, and do not form a clear pattern and are spread both above and below the number 0 on the Y axis. This indicates that the variables in the study do not experience heteroscedasticity problems.

c. Multicollinearity Test

Multicollinearity Test is a test to see if there is a linear relationship between independent variables in the regression model. The test method that can be used is by examining the results of the Variance Inflation Factor (VIF) and Tolerance. If the Tolerance value is > 0.10 and $VIF < 10$, then the regression model does not have a multicollinearity problem.

Table 5. Multicollinearity Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	9.779	5.203			
	Work Discipline	.373	.167	.340	.540	1.850
	Organizational Culture	.402	.129	.474	.540	1.850
a. Dependent Variable: Employee performance						

a. Dependent Variable: Employee performance

Source: Data processed by SPSS 30

Based on table 5 above, it shows that the VIF (variance inflation factor) value is $1.850 < 10$ and the tolerance value is $0.540 > 0.10$ in all variables used in the study. This shows that there is no perfect or near-perfect linear relationship between independent variables. So that the regression model in this study did not find multicollinearity problems and has met the prerequisites for a good regression model.

4. Data Analysis Method

a. Multiple Linear Regression Analysis

Table 6. Multiple Linear Regression Test Results

Coefficients ^a				
Model	Unstandardized Coefficients		Standardized Coefficients	
	B	Std. Error	Beta	
1 (Constant)	9.779	5.203		
Work Discipline	.373	.167	.340	
Organizational Culture	.402	.129	.474	

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS 30

Based on the results of the SPSS calculations above, the following multiple linear regression equations can be compiled:

$$Y = 9.779 + 0.373 X_1 + 0.402 X_2$$

- 1) a = constant of 9.779, meaning that if the value of variables X_1 and X_2 (Work Discipline and Organizational Culture) is 0 (zero), then the value of the employee performance variable (Y) is 9.779.
- 2) B_1 = regression coefficient of 0.373, is a value derived from the Work Discipline variable (X_1) which has a positive regression direction, where every 1 (one) point increase in the Work Discipline value (X_1), the value of the Employee Performance variable (Y) will increase by 0.373 points.
- 3) B_2 = regression coefficient of 0.402 is a value derived from the Organizational Culture variable (X_2) which has a positive regression direction, where every 1 (one) point increase in the Organizational Culture variable (X_2), the value of the Employee Performance variable (Y) will increase by 0.402 points.

b. Determination Coefficient Test

Table 7. Determination Coefficient Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.748 ^a	.560	.535	2.030

a. Predictors: (Constant), Organizational Culture, Work Discipline

b. Dependent Variable: Employee Performance

Source: Data processed by SPSS 30

Based on the results of table 7 above, it can be seen that the magnitude of the influence of Work Discipline and Organizational Culture on Employee Performance is 0.56 or 56%. The remaining 44% is influenced by Work Motivation, Leadership Style and other variables not included in this study.

5. Partial Test (t-Test)

It can be seen from table 8 the results of the t-test above are as follows:

Calculation of t table $df = n - k - 1 = 38 - 2 - 1 = 35$ (2.030)

a. The Effect of Work Discipline on Employee Performance

Based on the results of the t test where the calculated t value > t table (2.232 > 2.030) and the significance value of 0.032 < 0.05 or 5% so that H_0 is rejected and H_a is accepted, meaning that

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.779	5.203		1.880	.068
Work Discipline	.373	.167	.340	2.232	.032
Organizational Culture	.402	.129	.474	3.110	.004

a. Dependent Variable: Employee Performance

Work Discipline has a positive and significant effect on Employee Performance of PT Wisma Seratus Sejahtera.

b. The Influence of Organizational Culture on Employee Performance

Based on the results of the t-test where the calculated t value > t table (3.110 > 2.030) and the significance value of 0.004 < 0.05 or 5% so that H_0 is rejected and H_a is accepted, meaning that Organizational Culture has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera.

6. Simultaneous Test (F Test)

Table 9. F Test Results

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	183.541	2	91.770	22.263
	Residual	144.275	35	4.122	
	Total	327.816	37		

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Organizational Culture, Work Discipline

Source: Data processed by SPSS 30

Based on the F test above, the calculated F value is 22.263 where the calculated F value is greater than the F table or 22.263 > 3.27. In addition, the sig value is 0.001 where the sig value is less than 0.05 or 0.001 < 0.05, then H_0 is rejected and H_a is accepted, meaning that Work Discipline and Organizational Culture together have a significant effect on Employee Performance at PT Wisma Seratus Sejahtera.

1. The Effect of Work Discipline on Employee Performance

The Work Discipline variable has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera because the calculated t value is greater than the t table with a value of 2.232 > 2.030. In addition, the sig value is 0.032 where the sig value is 0.032. smaller than 0.05 or 0.032 < 0.05 then H_0 is rejected and H_a is accepted, meaning that Work Discipline has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera.

The results of this study are in line with research conducted by (Belti Juliyanti, 2020) the results showed that Work Discipline has a positive and significant effect on employee performance.

2. The Influence of Organizational Culture on Employee Performance

The Organizational Culture variable has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera because the t-count value is greater than the

t-table with a value of $3.110 > 2.030$. In addition, the sig. value is 0.004 where the sig. value is smaller than 0.05 or $0.004 < 0.05$ then H_0 is rejected and H_a is accepted, meaning that Organizational Culture has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera.

The results of this study are in line with research conducted by (Werni Sarumaha, 2022) the results showed that Organizational Culture has a positive and significant effect on employee performance.

3. The Influence of Work Discipline and Organizational Culture Together on Employee Performance

The variables of Work Discipline and Organizational Culture have a positive and significant effect on Employee Performance of PT Wisma Seratus Sejahtera. Based on the F test above, it is known that the calculated F value is 22.263 where the calculated F value is greater than the F table or $22.263 > 3.27$. In addition, it is known that the sig value is 0.001 where the sig value is less than 0.05 or $0.001 < 0.05$, then H_0 is rejected and H_a is accepted, meaning that Work Discipline and Organizational Culture together have a significant effect on Employee Performance of PT Wisma Seratus Sejahtera.

The results of this study are in line with research conducted by (Amran & Taher, 2021)) found that Work Discipline and Organizational Culture together have a positive and significant effect on performance.

Tauhid Reflection

1. Performance

Performance is an individual's way of realizing themselves. Performance is the values, beliefs and understandings that are embraced and based on strong moral principles and can motivate to produce quality and quality work. The Qur'an discusses good employee performance, such as the explanation in the letter Al-Shaff verse 4, as follows:

إِنَّ اللَّهَ يُحِبُّ الَّذِينَ يُقَاتِلُونَ فِي سَبِيلِهِ صَفًّا كَانَهُمْ بَيْتٌ مَرصُورٌ ٤

Meaning: "Indeed, Allah loves those who fight in His cause in orderly rows as if they were like a solid building."

Surah Al-Shaff verse 4 contains how Allah gave instructions to his people to fight in orderly ranks, with people who entered (worked in) certain organizations. "In an orderly line" can be explained that when entering into an orderly line (organization) you must do what needs to be achieved to achieve goals and you need to set organizational performance standards in a better way to make the organization stronger than before. .

Meanwhile, the definition of employee performance in the Al-Quran, Surah An-Nahl verse 97, is as follows:

مَنْ عَمِلَ صَالِحًا مِّن ذَكَرٍ أَوْ أَنَّثَىٰ وَهُوَ مُؤْمِنٌ فَلَنُحْيِيَنَّهٗ حَيٰوةً طَيِّبَةً وَلَنَجْزِيَنَّهُمْ أَجْرَهُم بِأَحْسَنِ مَا كَانُوا يَعْمَلُونَ ٩٧

Meaning: "Whoever does good deeds, whether male or female, while being a believer, then We will surely give them a good life and We will surely reward them with a reward in proportion to the best of what they have done".

The meaning of the Qur'an, Surah An-Nahl verse 97, which states that in the world of work, an employee must work well and sincerely, in order to receive a good reward according to the performance they have done.

2. Work Discipline

Work discipline is the ability of an employee to do work in accordance with the regulations set by each organization. In Islamic teachings, there are many verses of the Qur'an and hadith that order us to be disciplined in the sense of obedience to the regulations set by Allah SWT.

In Surah An-Nisa verse 59, it explains about obedience, discipline in obeying a rule, namely:

It means: "O you who believe, obey Allah and obey the Messenger (His), and the ulil amri among you. Then if you differ in opinion about something, then return it to Allah (the Koran) and the Messenger (His Sunnah), if you are right -Truly believe in Allah and the Last Day. That is more important (for you) and the consequences are better."

Apart from meaning obedience and obedience to regulations, discipline also means obedience to the leader's orders, strong attention and control over the use of time, responsibility for the task being entrusted, and seriousness towards the field of expertise being pursued.

Discipline is usually associated with following rules and utilizing time. A person can be called disciplined if he carries out the tasks and work assigned to him on time.

Islam teaches that respecting time is more important as Allah SWT says in Surah Al-Ashr 103:

Meaning:

"By time. Indeed, mankind is in loss, except for those who believe and do good deeds and advise each other to obey the

يٰۤاَيُّهَا الَّذِيْنَ ءَامَنُوْا اطِيعُوْا اللهَ واطِيعُوْا الرَّسُوْلَ وَاُوْلٰى الْاَمْرِ مِنْكُمْ فَاِنْ تَنٰزَعْتُمْ فِيْ شَيْءٍ فَرُدُّوْهُ اِلٰى

اللهِ وَالرَّسُوْلِ اِنْ كُنْتُمْ تُؤْمِنُوْنَ بِاللّٰهِ وَالْيَوْمِ الْآخِرِ ۚ ذٰلِكَ خَيْرٌ وَّاَحْسَنُ تَاْوِيْلًا

truth and advise each other to be patient."

Islam is a religion that teaches gentleness as well as discipline. For example, the obligatory prayer time has a beginning and end time limit so that every Muslim must pray at the specified time, otherwise their prayer is considered invalid. Discipline is also a characteristic of a pious person.

3. Organizational Culture

Organizational culture is a pattern of behavior, norms, values, and assumptions that are adopted by members of an organization and developed within the organization as a guideline and solution to organizational problems. Organizational culture becomes a glue between members of the organization. Basically, humans tend to group with those who have the same values, norms, customs, beliefs, and other assumptions. These similarities bring different individuals to work together in achieving organizational goals. If togetherness is

lost, وَالْعَصْرِ ١ إِنَّ الْإِنْسَانَ لِرَبِّهِۦ لَكَشِرٌ ٢ إِلَّا الَّذِينَ ءَامَنُوا وَعَمِلُوا الصَّٰلِحٰتِ وَتَوَّصَّوْا بِالحَقِّ وَتَوَّصَّوْا بِالصَّبْرِ ٣

impact is the division or even destruction of the organization.

Allah says in Qs. Jonah 47-49:

لِكُلِّ أُمَّةٍ رَسُولٌ فَإِذَا جَاءَ رَسُولُهُمْ قُضِيَ بَيْنَهُمْ بِالْقِسْطِ وَهُمْ لَا يُظْلَمُونَ، وَيَقُولُونَ مَتَى هَذَا الْوَعْدُ إِن كُنْتُمْ صَادِقِينَ، قُلْ لَا أَمْلِكُ لِنَفْسِي نَفْعًا وَلَا ضَرًّا إِلَّا مَا شَاءَ اللَّهُ لِكُلِّ أُمَّةٍ أَجَلٌ إِذَا جَاءَ أَجْلُهُمْ فَلَا يَسْتَأْذِرُونَ سَاعَةً وَلَا يَسْتَقْدِمُونَ

It means: "Every people has apostles; So when their Messenger came, a decision was given between them fairly and they were not (in the slightest) wronged 47. They said: "When will (the threat) come, if indeed you are the truthful people?" 48. they said: "When will (come) the threat, if indeed you are the truthful people?" 48. Say: "I have no power to bring harm or benefit to myself, but what Allah wills." every people has a death. When their death has come, then they cannot postpone it for a moment nor (also) put (it) first" 49 (Qs. Yunus: 47-49).

The series of verses from the holy Qur'an imply that an organization as a place for people to gather, consisting of behavior, customs, habits and norms, will inevitably form a vision, mission and goals that the organization wishes to achieve, or what is called with organizational culture. Therefore, in an effort to achieve these goals, the organization needs values that can be used as guidelines, characteristics, and references for the organization's movements.

IV. CONCLUSIONS

Basically, there are many factors that can affect employee performance. Each organization has different superior and dominant factors that affect employee performance. As in the results of this study, based on the results of data analysis and discussions that have been carried out, it can be concluded that:

1. Work Discipline has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera
2. Organizational Culture has a positive and significant effect on Employee Performance at PT Wisma Seratus Sejahtera
3. Work Discipline and Organizational Culture together have a significant effect on Employee Performance at PT Wisma Seratus.

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