

## Analysis Policy Overtime And Culture Organization To Employee Performance Bank Syariah Indonesia (BSI) PALOPO Branch Office

Muh. Hidayat Yasruddin<sup>1</sup>, Saharuddin<sup>2</sup>, Sari Ratna Dewi<sup>3</sup>

<sup>1,2,3</sup>Universitas Muhammadiyah Palopo

Email Correspondence Author: muhhidayatyasruddin024@gmail.com

---

### Abstract

**Keywords:** Overtime Policy,  
Organizational Culture,  
Employee Performance

*writing of this research article entitled "Analysis of Overtime Policy and Organizational Culture on Employee Performance of Bank Syariah Indonesia (BSI) KC Palopo". This study investigates how organizational culture and overtime policy affect employee performance at Bank Syariah Indonesia (BSI) KC Palopo. This study uses multiple linear regression analysis using the SPSS program and involves 40 respondents. In the t-test, the t-value for the overtime policy is 5.019, which is greater than the t table of 2.026. In addition, the significance value for the overtime policy variable is 0.000. The results of the study indicate that the overtime policy affects employee performance positively and significantly, and the t-value for the organizational culture variable of 3.062 is greater than the t table, and the significance value for the organizational culture variable is 0.004, which is smaller than 0.05. The results of the study indicate that organizational culture affects employee performance positively and significantly.*

---

## INTRODUCTION

Facing the era of globalization and increasingly intense business competition, companies are required to continue to improve employee productivity and performance. Performance is the result achieved by individuals in completing tasks based on time, skills, experience, and dedication (Muis et al., 2018). Performance is assessed by evaluating employee work results over a certain period of time against a series of predetermined and mutually agreed benchmarks, such as standards, goals, or criteria (Supardi & Aulia Anshari, 2022). Because a company that is well achieved must have good human resources. In order to make the company compete with other companies. Employees or staff are an important element in determining the progress or decline of the company. Every company will always increase productivity And performance employee so that company goals can achieved.

Increasingly tight competition requires companies to increase their competitiveness in order to survive. Seeing these demands, the work process in a corporate environment usually requires implementation fast. Execution this is fast designed to meet the targets that have been set. To do this, the company creates an overtime policy or system overtime work. Overtime work is one of the elements work plan designed to complete work that cannot be completed in one working day or to achieve targets that must be completed quickly. The addition of working hours will certainly require an increase in the

workforce, both in terms of quality and quantity. Of course, the implementation of overtime work will have an impact on employee welfare .

(Thomas, 1992 in Sumarningsih, 2014) defines overtime as hours work that is more than forty hours a week and does not last for more than three weeks consecutively. Meanwhile, Hana et al. (2005 in Sumarningsih, 2014) defines overtime as working hours exceeding 8 hours per day or 40 hours per week.

One of the important roles that a company plays in achieving its goals is by implementing organizational culture. Organizational culture, as adapted from Anthony and Govindarajan (2005 in Supardi & Aulia Anshari, 2022), includes collective beliefs, values, behavioral norms, and assumptions that are implicitly accepted and clearly reflected in the organization's operations. This concept is the foundation for understanding behavior, mindset, cooperation, and interaction in the work environment. Organizational culture plays an important role in shaping employee behavior and work attitudes. A positive culture, by encouraging collaboration, open communication, and appreciation for achievement, creates an environment that supports employees' maximum potential. Conversely, a less supportive organizational culture can cause stress, fatigue, and decreased motivation. work, especially when combined

with policy overtime Which excessive.

There are many studies that have been discussed by previous researchers regarding overtime work, organizational culture, and employee performance. Based on research conducted by (Anjani & Mulyana, nd) and (Oktaviani & Irmayanti, 2021) it has a significant influence on employee performance. There are also . Research results from (Muis et al., 2018), (Jufrizen & Rahmadhani, 2020), and (Utami et al., 2024) revealed that organizational culture has a positive and significant influence on employee performance, reinforcing the view that the work environment

Which support can increase effectiveness And productivity individual in organization.

Based on the results of observations to create employee performance at Bank Syariah Indonesia (BSI) KC PALOPO, it seems that there are still several human resource problems, namely related to employee performance, including; not coming to work, lack of motivation in working, the still high level of employee lateness to come to work results in the ineffectiveness of the working hours that must be achieved.

The phenomenon that occurred at Bank Syariah Indonesia KC Palopo was that almost all employees experienced a decline in work productivity which resulted in a decline in employee performance due to work stress due to excessive overtime, lack of self-motivation. In working, Indonesian Islamic banks must pay more attention to employees in carrying out their work. so that stress Work can avoided And Work more active so that productivity Work more increase achievement target and objective Company Keep going increase.

Based on this background, the author is interested in conducting research on the analysis of overtime policies and organizational culture on the performance of employees of Bank Syariah Indonesia.

## **METHODS**

### **Type study**

This research use approach quantitative, which is useful for knowing what is contained in the population and sample in the research, data collection also uses a measuring instrument in the form of a questionnaire, so that the test can be determined. Based on the results of the description above, the researcher uses a quantitative research method to determine how much influence the overtime policy and organizational culture have on performance employee Bank sharia Indonesia (bsi) kc Palopo with use data

information And phenomenon that happened.

### **Population And Sample**

The sampling technique in this study involved 40 respondents from the population, so the method used is called saturated sampling technique. A sample is a group of discussions that represent a population. The selected sample must have characteristics similar to the population being studied. In this study, the sample used included all employees, with a total of 40 people.

### **Source Data**

data refers to data obtained directly from respondents, while secondary data is the result of processing primary data by other parties. Primary data is collected through field surveys by conducting observations at the research location. On the other hand, secondary data is obtained from other relevant agencies or sources, including from similar studies. In this study, the data used is primary data obtained from employees of Bank Syariah Indonesia (BSI) KC Palopo. The researcher distributed a direct questionnaire link to employee, And furthermore data the analyzed use SPSS. Every variable study measured use Likert scale .

### **Test Quality Data**

#### **Test Validity**

Validity tests are used to evaluate the validity of data. The following criteria can be used to determine the validity of provisions:

A statement item is considered to be significantly correlated with the total score if the calculated  $r$  value is greater than the table  $r$  (valid).

A Items statement considered uncorrelated significant with score total If the calculated  $r$  value is smaller than the table  $r$  (invalid).

#### **Test Reliability**

Reliability test is used to measure how reliable or trustworthy a measuring instrument is. Cornbach alpha value is used to evaluate reliability. A variable is said to be reliable by considering the following criteria:

Mark Cronbach alpha in lower 0.60 show reliability the bad one;

Mark Cronbach alpha between 0.60 and 0.79 show reliability which is sufficient; and

1. Mark Cronbach alpha in on 0.80 shows reliability Which Good.

#### Test Regression Linear Multiple

This study uses multiple linear regression data analysis, which is a development of simple regression analysis involving more than one independent variable called X. The causal relationship between several independent variables (X) and dependent variables ( $\hat{Y}$ ) is studied through multiple regression analysis. (Wisudaningsi et al., 2019). For multiple regression analysis, the following model or formula is used:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information:

Y = Performance

employee a =

regression constant

b1 = regression coefficient b2 overtime

policy = coefficient regression culture

organization X1 = overtime policy

X2 = organizational

culture e = error or

residue

#### Test Hypothesis

Hypothesis testing is a statistical method used to make decisions about a hypothesis statement regarding a population based on sample data.

##### Test Partial (Test t)

According to Ghozali (2017) Assuming that other independent variables are constant, the t-statistic test is usually used to measure the influence between the dependent variable and the independent variable. The influence of each independent variable on the dependent variable is measured by the t-test, which meets the following standards:

If the calculated t value is greater than the t table or the p value is less than 0.05, then H0 is rejected and H1 is accepted. This indicates that the independent variable has a significant effect on the dependent variable.

If the calculated t value is smaller than the t table or the p value is greater than 0.05, then H0 is accepted and H1 is rejected. In other words, the independent variable does not have a significant effect on the dependent variable.

##### Test Simultan ( F test)

According to Ghozali (2017), the F Test is used to evaluate whether the independent variables included in the model have an overall effect on the dependent variable. This test aims to determine whether the independent variables simultaneously have a significant effect on the dependent variable. The F Test testing criteria are as follows:

If the calculated F value is greater than the F table or the p value is less than 0.05, then H1 is accepted and H0 is rejected. This indicates that the independent variables have a significant effect simultaneously on the dependent variable.

If the calculated F value is smaller than the F table or the p value is greater than 0.05, then H0 is accepted and H1 is rejected. This means that the independent variables do not have a significant effect simultaneously on the dependent variable.

## RESULTS AND DISCUSSION

Test Quality Validity

Test Data

Table 1. Results Test Validity

| No. | Variables<br>Statement<br>Items | And | r- count | r-table | Information |
|-----|---------------------------------|-----|----------|---------|-------------|
| 1   | X1.1                            |     | ,966     | 0.312   | Valid       |
| 2   | X1.2                            |     | ,986     | 0.312   | Valid       |
| 3   | X1.3                            |     | ,970     | 0.312   | Valid       |
| 4   | X1.4                            |     | ,967     | 0.312   | Valid       |
| 5   | X1.5                            |     | ,917     | 0.312   | Valid       |
| 6   | X1.6                            |     | ,970     | 0.312   | Valid       |
| 7   | X1.7                            |     | ,977     | 0.312   | Valid       |
| No. | Variables<br>Statement items    | And | r- count | r-table | description |
| 1   | X2.1                            |     | ,945     | 0.312   | Valid       |
| 2   | X2.2                            |     | ,915     | 0.312   | Valid       |
| 3   | X2.3                            |     | ,949     | 0.312   | Valid       |
| 4   | X2.4                            |     | ,943     | 0.312   | Valid       |
| 5   | X2.5                            |     | ,953     | 0.312   | Valid       |
| 6   | X2.6                            |     | ,963     | 0.312   | Valid       |
| 7   | X2.7                            |     | ,970     | 0.312   | Valid       |
| No. | Variables<br>Statement items    | And | r- count | r-table | description |
| 1   | Y.1                             |     | ,993     | 0.312   | Valid       |
| 2   | Y.2                             |     | ,962     | 0.312   | Valid       |

|   |     |      |       |       |
|---|-----|------|-------|-------|
| 3 | Y.3 | ,993 | 0.312 | Valid |
| 4 | Y.4 | ,979 | 0.312 | Valid |
| 5 | Y.5 | ,976 | 0.312 | Valid |
| 6 | Y.6 | ,993 | 0.312 | Valid |
| 7 | Y.7 | ,993 | 0.312 | Valid |

Source: Data processed SPSS 25

The validity test results table above shows that the questionnaire data is completely valid, with the calculated r value for each statement item being greater than the table r value. This shows that the questionnaire has the ability to calculate and convey all detailed variables.

Test Reliability

Table 2. Results Test Reliability

| No | Variables            | <i>Cronbach's Alpha</i> | Standard Reliable / Criteria | Caption  |
|----|----------------------|-------------------------|------------------------------|----------|
| 1  | Policy overtime      | ,987                    | 0.60                         | Reliable |
| 2  | Culture organization | ,981                    | 0.60                         | Reliable |
| 3  | Performance employee | ,994                    | 0.60                         | Reliable |

Source: Data processed SPSS 25

The reliability test results table above shows that each variable has a Cronbach alpha value above 0.60, which indicates that the questionnaire has a good level of reliability.

Test Regression Linear Multiple

Table 3. Results Test Analysis Regression Linear Multiple  
Coefficients <sup>a</sup>

| Model |                      | B     | Unstandardized Coefficients<br><i>Std. Error</i> | Standardized Coefficients<br>Beta | t     | <i>Sig.</i> |
|-------|----------------------|-------|--|-----------------------------------|-------|-------------|
| 1     | ( Constant )         | 2.375 | 4.365  |                                   | 544   | 590         |
|       | policy overtime      | .513  | .102   | .665                              | 5.019 | .000        |
|       | culture organization | .375  | .123   | .406                              | 3.062 | .004        |

a. Dependent Variables: performance employee

source: Data Primary processed with SPSS 25, 2025

Through results analysis regression, obtained equality regression multiple linear as follows:  $Y = 2.375 + 0.513X_1 + 0.375X_2 + e$

Equality regression in on own meaning as following:

1. Mark constant 2,375 show improvement performance employee as big as 2,375 if variable overtime policy and organizational culture none or equal to 0 (zero).
2. The coefficient value of the overtime policy variable is 0.513 which is positive, meaning that there is an influence between overtime policy and employee performance of 0.513.
3. Coefficient value variable culture organization as big as 0.375 is positive, which means that there is an influence between organizational culture and employee performance. of 0.375.

From the description above can be concluded that all independent variables of overtime policy and organizational culture have positive coefficient values. This shows that all independent variables in this study have a direct relationship and influence on the dependent variable.

Test t-Test

Hypothesis

Table 4. Results t-test

| Coefficients <sup>a</sup> |                      |                                    |                   |                                  |       |             |
|---------------------------|----------------------|------------------------------------|-------------------|----------------------------------|-------|-------------|
|                           |                      | <i>Unstandardized Coefficients</i> |                   | <i>Standardized Coefficients</i> |       |             |
|                           | Model                | B                                  | <i>Std. Error</i> | Beta                             | t     | <i>Sig.</i> |
| 1                         | ( <i>Constant</i> )  | 2.375                              | 4.365             |                                  | .544  | .590        |
|                           | policy overtime      | .513                               | .102              | .665                             | 5.019 | .000        |
|                           | culture organization | .375                               | .123              | .406                             | 3,062 | .004        |

a. Dependent Variables: performance employee

Source: Primary data processed with SPSS 25, 2025 Based on table results test t on so in get results following:

1. As results from analysis data, table test t shows that value t count For overtime policy is 5.019, which is greater than the t table of 2.026. In addition, the significance value for the overtime policy variable is 0.000, which is smaller than 0.05. Thus, it can be concluded that H1 is accepted. This means that the overtime policy has a positive effect on improving the performance of employees of Bank Syariah Indonesia (BSI) KC Palopo.
2. As a result of data analysis, the t-test table shows that the calculated t value for the organizational culture variable is 3.062 which is greater than the t table, and the significance value for the organizational culture variable is 0.004, which is smaller than 0.05. Therefore, H2 is accepted. Thus, organizational culture has an effect on the performance of employees of Bank Syariah Indonesia (BSI) KC Palopo.

## ANOVA F

Table 5. Results Test f

| test <sup>a</sup> |            | Sum of  | df | Mean Square | F      | Sig.              |
|-------------------|------------|---------|----|-------------|--------|-------------------|
| Model             |            | Squares |    |             |        |                   |
| 1                 | Regression | 239.924 | 2  | 119.962     | 13.638 | .000 <sup>b</sup> |
|                   | Residual   | 325.451 | 37 | 8.796       |        |                   |
|                   | Total      | 565.375 | 39 |             |        |                   |

a. Dependent Variable, performance employee

b. Predictors: (Constant) culture organization, policy overtime

Source: Primary Data processed with SPSS 25, 2024

Because the calculated F (13.638) is greater than the F table (3.25) and the significance value 0.000 is smaller than 0.05, the results of this F test indicate that the calculated F of 13.638 has a significance level of 0.000. Thus, it can be concluded that the performance of employees of Bank Syariah Indonesia (BSI) KC Palopo has been improved by organizational culture and overtime policies.

## Discussion

### 1. Impact policy overtime to employee performance

Based on the results of the SPSS test, the results of the study on employees of Bank Syariah Indonesia (BSI) KC Palopo, it was found that the overtime policy had a positive and significant impact on the performance of employees of Bank Syariah Indonesia (BSI) KC Palopo. This indicated by the statistical value of the regression test, with a calculated t value of 5.019 which is greater than the t table of 2.026, and a significance value of 0.000 which is less than 0.05 and a positive regression coefficient of 0.513; With Thus, the hypothesis H1 from study This prove that “ **Overtime policy affects the performance of Bank Syariah Indonesia (BSI) KC Palopo employees in a positive way.**”

### 2. Impact Culture Organization to employee performance

According to the results of the SPSS test, it was found that organizational culture has a positive and significant influence on employee performance at Bank Syariah Indonesia (BSI) KC Palopo. This is proven by the results of the regression test, which shows a calculated t value of 3.062 which is greater than the t table of 2.026, a significance value of 0.004 which is smaller than 0.05, and a positive regression coefficient of 0.375. Thus, the H2 hypothesis of the study this proves that “ **culture organization affects performance employees of Bank Syariah Indonesia (BSI) KC Palopo in a positive manner.**”

### 3. Impact policy overtime And culture organization on performance employee

According to the results of the SPSS test, this study found that in employees of Bank Syariah Indonesia (BSI) KC Palopo, corporate culture and overtime policies have a positive and significant influence on their performance. The results of the regression test show that mark F count as big as 13,638 more big from F table 3.25 with mark significance

0.000 is less than 0.05, and the adjusted mean square value ( $R^2$ ) is  $0.424 = 42.4\%$ . Therefore, it can be concluded that overtime policies and organizational culture together affect employee performance by 42.4% and the remaining 57.6% is influenced by by other factors outside the research variables; Thus, the H2 hypothesis of this study proves **“overtime policy and culture” organization influences the performance of employees of Bank Syariah Indonesia (BSI) KC Palopo in a positive way.”**

## CONCLUSION

In connection with results study Which has obtained, can withdrawn conclusion as following:

Based on the results of the discussion above, the overtime policy has a positive and significant effect on the performance of Bank Syariah Indonesia employees. Because the overtime policy plays a role in building and developing the company and can increase employee productivity and work enthusiasm.

Based on the results of the discussion above, organizational culture has a positive and significant impact on the performance of Bank Syariah Indonesia employees. Because a good corporate culture can increase creativity, communication, and innovation.

Based on the results of the discussion above, overtime policies and organizational culture have a positive and significant effect on the performance of Bank Syariah Indonesia employees because they can increase the effectiveness, productivity, and welfare of employees in the company.

## REFERENCE

- Alfian, & Susanti, R. (2023). The Influence of Work Environment and Organizational Culture on Employee Performance at the Population and Civil Registration Service of Padang City. *Jurnal Economina* , 2 (2), 3–4.
- Alliance: *Journal of Management and Business* , 17 (2), 51–58.  
<https://doi.org/10.46975/aliansi.v17i2.428>
- Sumarningsih, T. (2014). Influence Work Overtime on Productivity Power Work Construction. *Journal Knowledge*
- Amiruddin, R., Abdullah, M. R., & Noor Bakri, A. (2025). The Influence of e-WOM, Fashion Trends, and Income on the Consumption Style of the Muslim Community in Palopo City: A Quantitative Analysis. *El-Qist: Journal of Islamic Economics and Business (JIEB)*, 14(2), 185–205. <https://doi.org/10.15642/elqist.2024.14.2.185-204>
- And *Applied Civil Engineering* , 20 (1), 63–69 .  
<https://ejournal.undip.ac.id/index.php/mkts/article/view/9247>

- Anjani, F. V., & Mulyana, A. (nd). Writer Correspondence . III (1), 20–29.
- Arno, A., & Mujahidin, M. (2024). Enhancing Zakat Management: The Role of Monitoring and Evaluation in the Amil Zakat Agency. *Jurnal Economia*, 20(3), 397-418.  
doi:<https://doi.org/10.21831/economia.v20i3.53521>
- Fiqran, M., Mujahidin, M., Bakri, A. N., & Abdulrahman, A. J. A. (2024). Motivation for Waqf in Millennials and Generation Z: Highlighting Religiosity, Literacy and Accessibility. *IKONOMIKA*, 9(2), 309-332.
- GOVERNMENT REGULATION OF THE REPUBLIC OF INDONESIA NUMBER 35 OF 2021 CONCERNING FIXED-TERM WORK AGREEMENTS, OUTSOURCING, WORKING HOURS AND REST HOURS, AND TERMINATION CONNECTION WORK, Pub. L. No. 35.
- Hello, R., & Dear Sir, S. (2022). Validity And Reliability To Instrument Satisfaction Ker. [https://jdih.setkab.go.id/PUUdoc/176376/PP\\_Nomor\\_35\\_Tahun\\_2021.pdf](https://jdih.setkab.go.id/PUUdoc/176376/PP_Nomor_35_Tahun_2021.pdf)
- Ishak, I., Putri, Q. A. R., & Sarijuddin, P. (2024). Halal Product Assurance at Traditional Markets in Luwu Raya Based on Halal Supply Chain Traceability. *Amwaluna: Jurnal Ekonomi dan Keuangan Syariah*, 8(2), 224-240.
- Jayanti Indah Fresilina, Marhaendra Kusuma, & Miladiah Kusumaningarti. (2023). Analysis of Income Tax Calculation (PPH) 21 After the Implementation of the Law on Harmonization of Tax Regulations (HPP) No. 7 2021 Against Employees Receiving Overtime Pay to Determine Taxes Due. *Journal of Pearls of Accounting Science* , 1 (4), 34–56.  
<https://doi.org/10.55606/jumia.v1i4.1968>
- Jufrizen, J., & Rahmadhani, KN (2020). The Influence of Organizational Culture on Employee Performance with Work Environment as a Moderating Variable. *JMD : Dewantara Journal of Management & Business Research* , 3 (1), 66–79.  
<https://doi.org/10.26533/jmd.v3i1.561>
- K, A. ., Astuti, A. R. T. ., & ., Mujahidin. (2024). The Impact of Word of Mouth and Customer Satisfaction on Purchase Decisions: The Role of Maslahah as an Intervening Variable in the Cosmetic Products Industry in Indonesia. *Journal of Ecohumanism*, 3(7), 1525–1540.  
<https://doi.org/10.62754/joe.v3i7.4307>
- LABOR, Pub. L. No. 13 (2003). [https://peraturan.bpk.go.id/Download/31128/UU Number 13 of 2003.pdf](https://peraturan.bpk.go.id/Download/31128/UU%20Number%2013%20of%202003.pdf)
- LAW OF THE REPUBLIC OF INDONESIA NUMBER 13 OF 2003 CONCERNING

- Majid, N. H. A., Omar, A. M., & Busry, L. H., Mujahidin Reviving Waqf In Higher Education Institutions: A Comparative Review Of Selected Countries. *European Proceedings of Social and Behavioural Sciences*.
- Meilany, R., Fasiha, F., & Moalla, M. (2025). The Role of Interest as a Mediator in The Relationship of Knowledge and Islamic Financial Inclusion to The Loyalty Costumers of Non-Muslim. *IKONOMIKA*, 10(1), 1-24.
- Muis, MR, Jufrizen, J., & Fahmi, M. (2018). The Influence of Organizational Culture and Organizational Commitment on Employee Performance. *Jesya (Journal of Economics & Sharia Economics)* , 1 (1), 9–25. <https://doi.org/10.36778/jesya.v1i1.7>
- Mujahidin, Rahmadani, N., & Putri, Q. A. R. (2024). Analysis of the Influence of Religiosity Values In Reducing Consumptive Behavior in Indonesian Muslim Consumers. *Amwaluna: Jurnal Ekonomi dan Keuangan Syariah*, 8(2), 253-274.
- Mulyandi, MR, & Rusly, MA (2021). The Influence of Organizational Culture on Job Satisfaction Employees. *Journal of Syntax Transformation* , 2 (06), 825–829. <https://doi.org/10.46799/jst.v2i6.298>
- Nezha , R . ( 2014). No主観的健康感を中心とした在宅高齢者における健康関連指標に関する共分散構造分析Title . 14 (02), 1–203.
- Nur Aziz, & Mr. I. J. (2022). Model Assessment Performance Employee with Personal Balanced Scorecard. *MAMEN: Journal of Management* , 1 (2), 168–177. <https://doi.org/10.55123/mamen.v1i2.218>
- Oktaviani, DN, & Irmayanti, N. (2021). The Effect of Work Stress on Employee Performance. *PSYCHOLOGY*
- Putri, Q. A. R., Fasiha, F., & Rasbi, M. (2024). Affiliate marketing and intention to adopt mudarabah: The mediating role of trust in Islamic financial decision-making. *JEMA: Jurnal Ilmiah Bidang Akuntansi Dan Manajemen*, 21(2), 337–362. <https://doi.org/10.31106/jema.v21i2.23381>
- Sapsuha, M. U., Alwi, Z., Sakka, A. R., & Al-Ayyubi, M. S. (2024). Review of Gold Trading Practices on Credit (non-Cash) Based on Hadith. *Al-Kharaj: Journal of Islamic Economic and Business*, 6(3).
- Setyo Widodo, D., & Yandi, A. (2022). Employee Performance Model: Competence, Compensation and Motivation, (HR Literature Review). *Multidisciplinary Journal of Science* , 1 (1), 1–14. <https://doi.org/10.38035/jim.v1i1.1>
- Supardi, & Aulia Anshari. (2022). The Influence of Transformational Leadership and Organizational Culture on Employee Performance at PTPN IX Batujamus. In *Jurnal*

Publikasi      Manajemen      Informatika      (Vol.      1,      Issue      1).  
<https://doi.org/10.55606/jupumi.v1i1.243>

- Tarigan, V., & Tarigan, WJ (2020). Organizational Culture Analysis And Satisfaction The Work That Influencing Employee Performance at Bank Mega Pematang Siantar Branch Office. *Educo Journal* , 3 (2), 38–50. <https://doi.org/10.36277/edueco.v3i2.61>
- Utami, S. ., Harlie, M., & Zainul, M. (2024). The Influence of Leadership and Organizational Culture on Employee Performance. *AL-ULUM : Journal of Social Sciences and Humanities* , 10 (1), 45–54. <https://doi.org/10.31602/alsh.v10i1.13771>
- Wisudaningsi, BA, Arofah, I., Konstansius, D., & Belang, A. (2019). *STATMAT (Journal of Statistics and Mathematics)* THE EFFECT OF SERVICE QUALITY AND PRODUCT QUALITY ON SATISFACTION CONSUMER WITH USE METHOD ANALYSIS REGRESSION LINEAR MULTIPLE. *Influence Quality Service And Quality Product To Satisfaction Consumers Using Multiple Linear Regression Analysis Method* , 1 (1), 103–117.
- Wulandari, S., Irfan, A., Zakaria, N. B., & Mujahidin. (2024). Survey Study on Fraud Prevention Disclosure Measurement at State Islamic Universities in Indonesia. *IQTISHODUNA: Jurnal Ekonomi Islam*, 13(1), 327–348. <https://doi.org/10.54471/iqtishoduna.v13i1.2305>