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Statistical Analysis in Measuring Employee Performance at Department Store

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Abstract

The decline in sales achievement by Matahari Department Store Tunjungan Plaza Surabaya was become a concern problem in the company. Following the decline in employee performance because of inharmonious and uncomfortable organizational culture, lack of motivation and employee competencies. The purpose of this study is to analyze the significant and partial effect between organizational culture, work motivation and competence on employee performance in Matahari Department Store Tunjungan Plaza Surabaya. This study uses a quantitative approach and the correlation research method with sampling techniques using "purposive sampling", the sample in this study reach to 70 people from a population of 1040 skilled employees. The results of the F test was concluded that organizational culture, work motivation and competence had a significant effect on employee performance simultaneously. This means that by increasing the variables of organizational culture, work motivation and competence will improve employee performance. The results on the t-test was concluded that organizational culture and work motivation have a significant partial effect on employee performance, while competence does not have a significant partial effect on employee performance. Companies can build a conducive work culture and create solid teamwork to create productive employees. To stimulate employees to be more innovative and have new ideas for the development of the company, they must implement continuous education and training to improve employee competencies.

Keywords: organizational culture, work motivation, competence, employee performance

Biographies

Ahmad Syarif Hidayaulloh is a student of Management Major, Faculty of Economic and Business, Narotama University, Department of Management. Surabaya Indonesia.

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Elok Damayanti is a senior lecturer at the Faculty of Economic and Business Narotama University Surabaya. She received a Bachelor of Management degree from STIE Yapan Surabaya, and a Master of Management from Narotama University. Her research interests are in the field of Marketing and Human Resources Management.

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Sri Wiwoho Mudjanarko, is a Lecturer in the Departement of Civil Engineering, Narotama University, Surabaya Indonesia. Sri Wiwoho Mudjanarko holds a Bachelor of Civil Engineeering degree in Civil Engineering from Narotama University, a Master of Civil Engineering degree in Institut Teknologi Sepuluh Nopember Surabaya and a Doctor of Civil Engineering degree in University of Brawijaya, Indonesia. He has been recognized as a professional engineer with more than 27 years of experience working with closely held businesses. He is a member of the Indonesian Railway Society (MASKA) Indonesia.

Dani Harmanto is a senior lecturer in the Faculty of Mechanical Engineering, Derby University, United Kingdom, Research for Advanced Design and Simulation, Engineering Computer Science Business, Environmental Management and Accounting Decision Sciences Science Biochemistry, Genetics and Molecular Biology Chemical Engineering

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