


**THE EFFECT OF INTRINSIC MOTIVATION, ORGANIZATIONAL CULTURE ON
EMPLOYEE PERFORMANCE WITH ORGANIZATIONAL COMMITMENT AS AN
INTERVENING VARIABLE**

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ARTICLE INFO	ABSTRACT
<p>Article history:</p> <p>Received 03 April 2023</p> <p>Accepted 04 July 2023</p>	<p>Purpose: The aim of this research is to determine the effect, organizational commitment and ABC of motivation and organizational culture.</p>
<p>Keywords:</p> <p>Intrinsic Motivation; Organization Culture; Organizational Commitment; Employee Performance.</p> <div data-bbox="172 1025 480 1272" style="text-align: center;">  </div>	<p>Theoretical framework: This field is constituted from the research thinking based on research facts, observations and reviews. The framework of this research includes theories, arguments or concepts on which the research will be based, which explain the relationship between the variables.</p> <p>Design/methodology/approach: The types and sources of data used in this research are first-order data in questionnaires, i.e. data obtained by researchers for specific purposes to respond to research problems; The preliminary data of this study are data from the workers of the ABC PT, who sent a questionnaire or a questionnaire to the workers of the company.</p> <p>Findings: The result of the study shows the motivation and influence of the organizational culture itself on organizational commitment, as well as self-motivation, corporate culture and organizational commitment to the activity of workers. However, organizational culture does not affect ABC.</p> <p>Research, Practical & Social implications: The data used are of the first order and distribute questionnaires to 70 workers of the PT ABC. The method of analysis of the data used is trajectory analysis and is processed with the help of the application program Statistical Package for Social Science (SPSS).</p> <p>Originality/value: In addition, according to the study, the entity's commitment variables have a total relationship between competition (total intermediation) and the activity of workers in PT ABC.</p> <p>Doi: https://doi.org/10.26668/businessreview/2023.v8i7.2436</p>

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O EFEITO DA MOTIVAÇÃO INTRÍNSECA E DA CULTURA ORGANIZACIONAL NO DESEMPENHO DOS FUNCIONÁRIOS COM O COMPROMETIMENTO ORGANIZACIONAL COMO VARIÁVEL INTERVENIENTE

RESUMO

Objetivo: O objetivo desta pesquisa é determinar o efeito, o comprometimento organizacional e a ABC da motivação e da cultura organizacional.

Estrutura teórica: Este campo é constituído a partir do pensamento de pesquisa baseado em fatos, observações e análises de pesquisa. A estrutura desta pesquisa inclui teorias, argumentos ou conceitos nos quais a pesquisa se baseará, que explicam a relação entre as variáveis.

Projeto/metodologia/abordagem: Os tipos e fontes de dados usados nesta pesquisa são dados de primeira ordem em questionários, ou seja, dados obtidos por pesquisadores para fins específicos para responder a problemas de pesquisa; Os dados preliminares deste estudo são dados dos trabalhadores da ABC PT, que enviaram um questionário ou um questionário aos trabalhadores da empresa.

Conclusões: O resultado do estudo mostra a motivação e a influência da própria cultura organizacional no comprometimento organizacional, bem como a automotivação, a cultura corporativa e o comprometimento organizacional com a atividade dos trabalhadores. Entretanto, a cultura organizacional não afeta a ABC.

Implicações sociais, práticas e de pesquisa: Os dados utilizados são de primeira ordem e foram distribuídos questionários a 70 trabalhadores da PT ABC. O método de análise dos dados utilizados é a análise de trajetória e é processado com o auxílio do programa aplicativo Statistical Package for Social Science (SPSS).

Originalidade/valor: Além disso, de acordo com o estudo, as variáveis de comprometimento da entidade têm uma relação total entre a concorrência (intermediação total) e a atividade dos trabalhadores na PT ABC.

Palavras-chave: Motivação Intrínseca, Cultura Organizacional, Comprometimento Organizacional, Desempenho dos Funcionários.

EL EFECTO DE LA MOTIVACIÓN INTRÍNSECA Y LA CULTURA ORGANIZATIVA EN EL RENDIMIENTO DE LOS EMPLEADOS CON EL COMPROMISO ORGANIZATIVO COMO VARIABLE INTERVENIENTE

RESUMEN

Objetivo: El objetivo de esta investigación es determinar el efecto, el compromiso organizacional y ABC de la motivación y la cultura organizacional.

Marco Teórico: Este campo se constituye a partir del pensamiento investigativo basado en hechos, observaciones y análisis de la investigación. La estructura de esta investigación incluye teorías, argumentos o conceptos en los que se basará la investigación, que explican la relación entre las variables.

Diseño/metodología/enfoque: Los tipos y fuentes de datos utilizados en esta investigación son datos de primer orden en cuestionarios, es decir, datos obtenidos por los investigadores con fines específicos para responder a los problemas de investigación; Los datos preliminares en este estudio son datos de los trabajadores de ABC PT, que enviaron un cuestionario o una encuesta a los trabajadores de la empresa.

Conclusiones: El resultado del estudio muestra la motivación y la influencia de la propia cultura organizativa en el compromiso organizativo, así como la automotivación, la cultura corporativa y el compromiso organizativo con la actividad de los trabajadores. Sin embargo, la cultura organizativa no afecta a ABC.

Implicaciones sociales, prácticas y para la investigación: Los datos utilizados son de primer orden y se distribuyeron cuestionarios a 70 trabajadores de PT ABC. El método de análisis de datos utilizado es el análisis de trayectorias y se procesa con ayuda del programa de aplicación Statistical Package for Social Science (SPSS).

Originalidad/valor: Además, según el estudio, las variables de compromiso de la entidad tienen una relación total entre la competencia (intermediación total) y la actividad de los trabajadores en PT ABC.

Palabras clave: Motivación Intrínseca, Cultura Organizativa, Compromiso de la Entidad, Rendimiento de los Trabajadores.

INTRODUCTION

Human resource management (HRM) issues are of concern to PT ABC leadership, both performance issues and worker engagement (Permana et al., 2021); They suggest that the work done by workers is the result of the work of a worker, both in terms of quality and quantity, and that he has achieved it in the fulfillment of his obligations, depending on the roles and responsibilities attributed to him. 30. The evaluation of the activity of FTA workers is one of the ways of measuring the development of human resources in the enterprise; Companies may also use employee activity assessment to assess workers' work outcomes; Properly conducted evaluations of workers' activity will benefit workers, management and the company, and it can be decided that it is the consequence of the work of ABC workers. In addition to the labor problems that arise in the company (Permana et al., 2021) and (Robbins & Counter, 2016), the problem of worker commitment is decisive. In addition to covering workers, in addition to the responsibility of a PT ABC worker, it can also be used to measure and evaluate the worker's activity in the ABC organization. Whether a worker is engaged or not, the entity can decide the direction of company policies through reliable and effective human resources (Mathis, 2018). This research also analyzes organizational culture as a shared perception of PT ABC workers and becomes a system of shared meaning; Corporate culture is philosophy, ideology, molds, principles, hopes (Mohamad et.al, 2023) attitudes and norms that transfer and unite a PT ABC worker. This study also analyzes the capacity of PT ABC staff, both for technical skills, skills, personality and motivation of staff, and for success and success. (Riyan Rizaldi et al., 2021).

LITERATURE REVIEW

Theory of Intrinsic Motivation

(Kotera et al., 2021) It defines motivation as a mobile force that generates the work heat of a person, to work together, work effectively and integrate with all pains to reach approval; Motivation calls into question how to channel the power and potential of subordinates to work in production to achieve and achieve predetermined goals (Swiatcza, 2021). (Bastari et al., 2020) suggests that inspiration is a situation in a individual's identity that promotes individual desires to carry out certain non-profit activities (Khaddam et.al, 2023). The motivation of a person will express a behavior oriented to the achievement of the objectives of satisfaction. Therefore, motivation cannot be seen, it can end with something that appears in an organization. (Di Domenico & Ryan, 2017).

Theory of Individual Organization Culture

According to the Accounting study (Jakfar, 2014), it is a model of basic cases discovered and developed by a certain cultural group, in a process of learning about problems of internal and external integration, and has worked well enough to consider it correct and demonstrate to new members the suitability of thinking about these problems. (Luthans, 2015) says that organizational culture can be defined as an interaction of the usual characteristics that affect the groups of people in their environment. (Gomes et al., 2017) says that in the formation of organizational culture two fundamental things must be taken into account: the elements of corporate culture and the process of formation of the organizational culture itself. (Nisa Srimayarti et al., 2021).

Theory of Organization Commitment

Expert opinion is an attitude that reflects organizational commitment (Luthans, 2015), workers' loyalty to the organization, and organizational members' anxiety for the organization and the continued achievement and development of organizational members. Another view is that organizational commitment is the strength of an person's identification and involvement with the organization. (Robbin, 2015) states that organizational engagement is high labor participation, which means setting aside an individual's special work, while large organizational engagement means favoring the organization that recruited the individual (Adamy, 2019); In organizations, professional staff can perform and complete their tasks well and have a firm commitment to the entity in which they work. According to Allen and Meyer, organizational commitment is emotional closeness, individual participation and the desire to remain part or member of the organization. Another definition, according to (Buyung Satria Permana, 2019), is that commitment is not only related to the level of worker turnover, but also to the voluntary level of worker sacrifice by the company.

Theory of Employee Performance

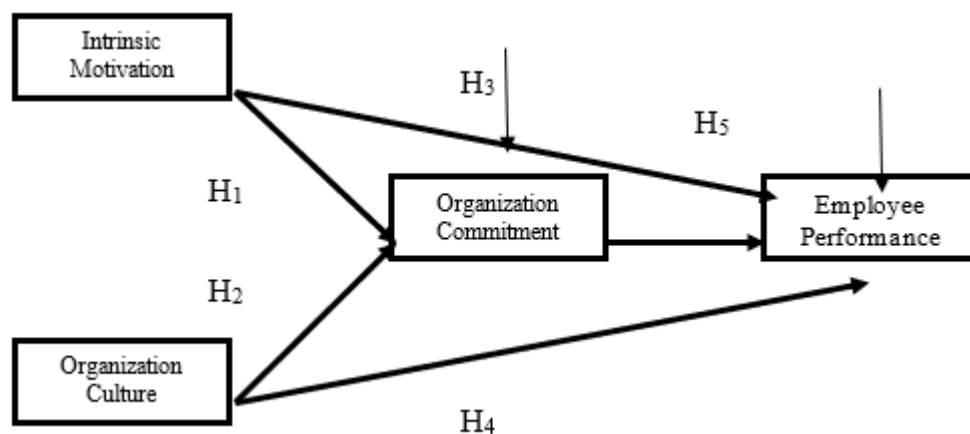
(Maryati & Astuti, 2022) It states that the employee is the action or activity of an entity during a period of time related to different standards, such as past or projected costs, efficiency, management responsibility or accountability, and the like. (Sendawula et al., 2018) is the result that a person obtains based on the skills, experiences, seriousness and tasks that are given in a given time. (Siraj et al., 2022) The activities carried out by the workers are the motivation of the workers, the capacity, the help obtained, the work done by the workers and the relationship

of the workers with the company. Worker compliance is the result of the responsibility given to him by an employee or group of people and the work obtained based on authority. The work of workers requires work in the world of work, such as quantity, quality, deadline, attendance at work and cooperative attitude. (Ngwenya and Pelsers, 2020) They argue that it is the result of work carried out with criteria applicable within a certain period..

CONCEPTUAL FRAMEWORK

This field is constituted from the research thinking based on research facts, observations and reviews. The framework of this research includes theories, arguments or concepts on which the research will be based, which explain the relationship between the variables used in the research and which can subsequently be seen in Figure 1:

Figure 1: Conceptual framework



Source: Prepared by the authors (2023)

Based on Figure 1 above, the research hypothesis is put together to find the facts that need to be collected, and a theory is the quickest or most likely question of the search; The scope of the research is collected from an analysis and review of previous researchers, as follows:

H₁ = It is suspected that intrinsic motivation positively and importantly influences employee organizational commitment at PT. ABC.

H₂ = It is suspected that organizational culture positively and importantly influences employee organizational commitment at PT. ABC.

H₃ = It is suspected that intrinsic motivation positively and importantly influences employee performance at PT. ABC.

H₄ = It is suspected that organizational culture positively and importantly influences employee performance at PT. ABC.

H₅ = It is suspected that organizational commitment positively and importantly influences employee performance at PT. ABC.

METHODOLOGY

The data of this research were processed through an application with the SPSS program (Statistical Package for Social Science). This method is used to determine how the influence including the predicative variables (independent/exogenous) and the subordinate variable (subordinate/endogenous) is used in the study of pathways.

Population and Sample

The population of this analysis is a field of generalization in which, after being examined by the researchers, conclusions are drawn to objects/subjects with special characteristics and characteristics, in this study all populations were workers of PT ABC, up to 192 workers. In this study, the sampling method was achieved using a simple process of random sampling. The sampling technique was performed by randomization of the entire population, that is, 70 workers of PT ABC, and the first step is to determine the sample size calculated by the Slovin formula, that is:

$$n = \frac{N}{1 + N(e)^2}$$

Then the sample size in this study:

$$n = \frac{192}{1 + 192(0,1)^2}$$

$$n = \frac{192}{2,92}$$

$$n = 66$$

Based on the sample size formula above, 70 samples were analyzed in this study and a result more important than the sample size, i.e. 66 respondents.

Data Collection Technique

Based on the type of data source requested, the data collection performance used in this study consists of a survey, a data collection tool, through a series of written questions sent to the subject, to obtain written answers from PT ABC staff, in relation to the analysis of personal motivation, organizational culture, organizational commitment and staff performance.

Operational Variable and Definition

The operational definition is a guide that explains how a variable is measured so that, from the measurement results, the researcher can determine whether a variable is good or bad, since the operational definition of the variables of this research can be explained in Table 1. below:

Table 1. Definition of Variables and Indicators

No	Variable	Definition of Variables	Indicators	Scale
1.	Intrinsic Motivation (X_1)	Motivation is a condition in a person's personality that encourages individual desires to carry out certain activities at PT. ABC.	1. Achievement 2. Recognition 3. Work itself 4. Responsibility 5. Advancement 6. Supervisor	Liker
2	Organization Culture (X_2)	Values are mutually understood in activities by employees in carrying out their duties at PT. ABC	1. Clean 2. Competitive 3. Confident 4. Customer Focus 5. Commercial 6. Capable	Liker
3.	Organization Commitment (Y_1)	The commitment showed by employees in the form of integrity, loyalty, and commitment of employees at PT. ABC.	1. loyal to the company 2. Maintain confidentiality 3. Obey the rules 4. Willing to sacrifice 5. Working together 6. Provide improvement suggestions	Liker
4.	Employee Performance (Y_2)	Results of work performed and achieved in one period by employees of PT. ABC.	1. Work quantity 2. Quality of work 3. Timeliness 4. Attendance 5. Cooperation 6. Effectiveness and efficiency	Liker

Source: Prepared by the authors (2023)

Data Analysis Technique

The data analysis techniques of this research were carried out through computer assistance, with the SPSS (Statistical Package for Social Science) program. The method used

to determine the use of impact between predicative variables (independent/exogenous) and subordinate variables (subordinate/endogenous) is used to analyze the trajectory analysis model; The analysis of the data through the help of the SPSS program has two steps, one and one for two Swedes, and the analysis is as follows: :

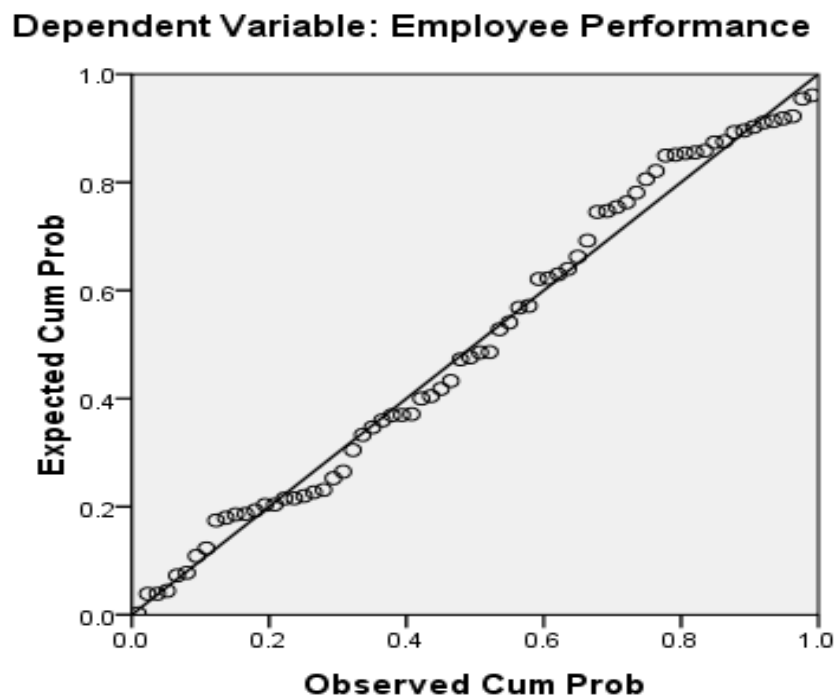
$$1. \quad Y_1 = \rho Y_1 X_1 + \rho Y_1 X_2 + e_1 \dots\dots\dots(\text{substructure equation 1})$$

$$2. \quad Y_2 = \rho Y_2 X_1 + \rho Y_2 X_2 + \rho Y_2 Y_1 + e_2 \dots\dots (\text{substructure equation 2})$$

RESULT AND DISCUSSION

In this study, the study was conducted with retirement equations using the spSS application; The first step was taken in this equation model. The objective of the so-called classical test is to demonstrate, in the regression model, whether the mixing variables or residue variables have a normal, multicollinearity and heterocedist distribution. Here are the proofs of the classic assumption:

Figure 2. Normal P-P Plot



Source: Prepared by the authors (2023)

According to the Figure 2, the points are diffused around the diagonal and tend to follow the direction of the diagonal, so the data used in this study resemble the average. In addition, a multicolor study was conducted, after 2.

Table 2. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Intrinsic Motivation	.602	1.662
	Organizations Culture	.614	1.629
	Organizations Commitment	.710	1.409

a. Dependent Variable: Employee Performance

Source: Prepared by the authors (2023)

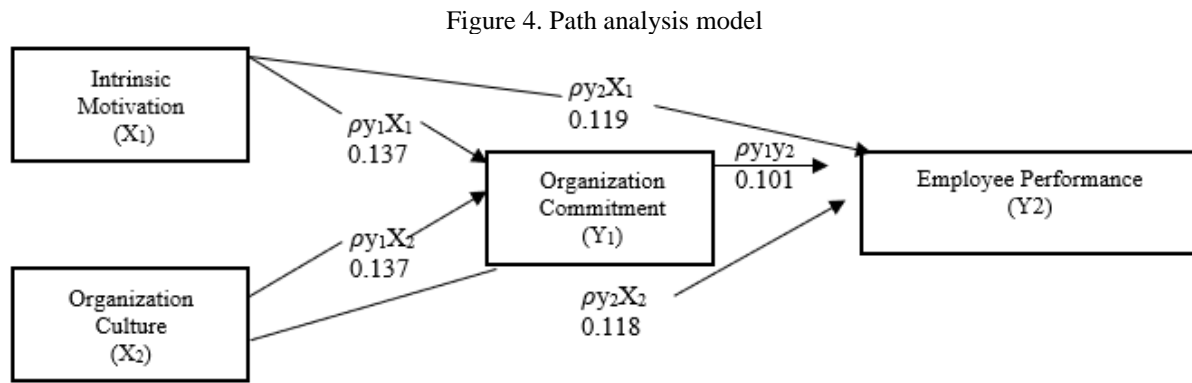
Based on the processing results in Table 2, it can be seen that for each variable the VIF value is <10 and that the tolerance value is not less than 0.1. This shows that the linear regression model used in this study does not present symptoms of multicollinearity, so a studied heterocedastic test is performed, analyzing the scatter plot of Figure 3. Down.

Figure 3. Scatterplots graph



Source: Prepared by the authors (2023)

Based on the scatterplot graph Figure 3, The random distribution of the points can be seen above or below the number 0 on the Y axis. It can be concluded that there are no heterocestics in the regression model, so the withdrawal model is adequate to predict the performance of workers from independent variables of motivation, organizational culture and organizational commitment. Below are the results of the analysis of the access route as Figure 4 below.



Source: Prepared by the authors (2023)

Path Analysis with the First Regression

The influence of natural motivation and organizational culture, together with corporate culture, is used to measure the capacity of the model to explain changes in the independent value variable (R-squared). With the SPSS program, based on the regression estimation of the first equation, it can be seen in Table 3. following.

Table 3. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	.539 ^a	.290	.269	3.49244

Predictors: (Constant), Organization Culture, Intrinsic Motivation

Source: Prepared by the authors (2023)

Based on the table above, the calculation results in the summary model obtained the results of the R square number (R²) 's magnitude (0.290). This figure shows that automotive and organizational culture account for 29% of organizational engagement. In comparison, other factors influence the remaining 71%. Thus, the variability of corporate culture that can be explained using motivational and organizational culture variables is 29%, while variables outside this model have an impact of 71%. Joint test of effect of independent variables by F-test. Results of simultaneous return calculations can be seen in Table 4.

Table 4. Simultaneous regression analysis results (Uji F)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	334.061	2	167.031	13.694	.000 ^a
	Residual	817.210	67	12.197		
	Total	1151.271	69			

a. Predictors: (Constant), Organization Culture, Intrinsic Motivation

b. Dependent Variable: Organization Commitment

Source: Prepared by the authors (2023)

Based on Table 4. Above, statistical analysis shows the value of 13,694 tests, with a significance level of 0.000. Since the probability is much lower than 0.05, the retirement model can be used to forecast organizational commitment or variables of personal motivation and corporate culture, while showing organizational commitment with meaning levels of $0.000 < 0.05$. Therefore, the variables of this study have met the goodness requirements to adapt to the trajectory analysis model. Table 4. above. In addition, when analyzing the impact of motivation and organizational culture itself on organizational commitment, to see a little the importance of the variables of personal motivation and corporate culture in organizational commitment, the t-test is used and beta or standardized coefficient is used to know the importance of the effect, as indicated below:

Table 5. Path Analysis First Regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.182	2.420		2.554	.013
	Intrinsic Motivation	.348	.137	.322	2.537	.014
	Organization Culture	.307	.137	.284	2.237	.029

a. Dependent Variable: Organization Commitment

Source: Prepared by the authors (2023)

Impact of Intrinsic Motivation on Organizational Commitment

The first results of the trajectory analysis of the equations were 2,537. The degree of meaning is 0.05 with the provisions $DK = 69 - 2 = 67$; Table T for 1998 is derived from these provisions; According to the results of the calculation, the research count is $2,537 > \text{table } t \text{ of } 1998$, so hypothesis 1 is accepted. This means that there is an impact between the natural motivation, which workers have made in the ABC century. Based on statistical tests of motivation variables innecumentadas to organizational commitment, using route analysis, the results of this study have concluded that the automotive has a positive impact on work commitment; This can be demonstrated through a large correlation value, which means that the correlation is positive (strong enough) with a coefficient of determination of the good (Siregar, 2022). This study shows that there is a important relationship between worker ability and work commitment; Therefore, the competence of the workers influences, to a large extent, the commitment of the organization; Based on the results of previous research and expert opinions, it appears that the results of this research are supported by previous studies, so hypothesis 1 is accepted so that the results of this examination can test the above concepts. (BYTYQI, 2020).

Impact Between Organizational Culture and Organizational Commitment

The results of the first examination of the trajectory of the equations were 2.237, with the provisions $DK = 69 - 2 = 67$; From these dispositions a table t of 1998 is obtained, based on the results of the calculation, and the research focus is $> 2,237$ of the table t of 1998, so hypothesis 2 is accepted. That is, the influence between organizational culture in the ABC century. The results of the calculation had a t-value of 2.394, with a significance level of $0.019 < 0.05$, more important than table t, i.e. the approval of hypothesis 2. This means that its impact on organisational culture influences the organisational engagement of PT ABC staff. The results of this research (Gomes et al., 2017), (önday, 2016) (Permana et al., 2021) support the research and suggest that organizational culture is fundamental to organizational behavior and can increase institution engagement, as corporate culture Gibson (2010) suggests that a person's work activity can increase loyalty and performance. The results of this research support the research (Luthans, 2015). In this study, the main organizational culture is the feeling of being valued; In fact, when a worker feels valued in an institution, a high-level agreement is created that can improve the activity of workers compared to what is created in an organization, thus creating cultural values to increase the organizational commitment of workers.

Path Analysis with the Second Regression

The Effect of intrinsic motivation, organizational culture and organizational commitment in the performance of the personnel are based on the consequences of the investigation of the determining coefficient (R-r), in which the capacity of the model is measured for the hypothesis of the effect of the independent variable on the subordinate variable, below 6.

Table 6. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. An error in the Estimate
1	.727 ^a	.528	.506	2.89595

a. Predictors: (constant), organization commitment, organization culture, intrinsic motivation

b. Dependent Variable: Employee performance

Source: Prepared by the authors (2023)

Based on Table 1.5. The calculation of the summary model obtained the results of the square number R at 0.506. This figure shows that the variables of motivation, organizational culture and organizational commitment can explain the activity of workers in 52.8%. Other factors explain 48.2%. Thus, the variability of the activity of the workers that can be explained

using the variables of motivation, organizational culture and organizational commitment is 52.8%.

The remaining 48.2% is explained by variables outside this model, such as competence and professional development. The test of the effect of the independent variables simultaneously used the F-test. At the same time, the results of recession calculations can be seen in 7. Down.

Table 7. Simultaneous regression analysis results (Uji F)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	619.074	3	206.358	24.606	.000 ^a
	Residual	553.511	66	8.387		
	Total	1172.586	69			

a. Predictors: (Constant), Organization Commitment, Organization Culture, Intrinsic Motivation

b. Dependent Variable: Employee Performance

Source: Prepared by the authors (2023)

The outcomes of the statistical study show the value of 24,606 tests, with a importance level of 0.000. Since the probability is much less than 0.05, the retirement model can be used to predict the activity of workers, or it can be said that the variables of natural motivation, organizational culture and organizational commitment simultaneously influence the activity of workers, where the level of meaning is $0.05 < 0.000$, which means that the variables of this study have met the requirements to model the goodness of the study of the adjustment itinerary; The second analysis of the itinerary of the equation is, respectively, the result of competence, organizational culture and partial organizational commitment to make visible the importance of the variables of motivation, corporate culture and organization in the activity of workers, and the test t, below, 8.

Table 8. Path analysis second regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.767	2.102		3.695	.000
	Intrinsic Motivation	.428	.119	.393	3.603	.001
	Organizations Culture	.231	.118	.212	1.960	.054
	Organizations Commitment	.274	.101	.272	2.707	.009

Dependent Variable: Employee performance

Source: Prepared by the authors (2023)

The Influence Between Intrinsic Motivation on Employee Performance

The results of the study of the second way of the equation obtained a calculation of the self-motivation variable of 3.603, with a degree of meaning of 0.05, with the provisions $DK = 69 - 3 = 66$, with degree of freedom. From these provisions a table t of 1998, based on the results of the calculation, $> > 3,603 > >$ of table t of 1998 is obtained, so that hypothesis 3 is accepted. This means that there is an effect amongst natural motivation in the ABC century. From the statistical tests on motivation variables to motivate workers through trajectory analysis, competition affects the activity of workers of PT ABC, the results of data analysis are worth more t, which means that the acceptance of hypothesis 3 means that among the motivation is the activity of workers of XXXPT. According to statistical tests, the work done by workers in PT ABC, where the motivation of PPTRIP workers in their daily activities can improve the performance of PT ABC workers. The results of this research have also been maintained by research (Luthans, 2015) and (Robbins, 2015), and the research results support the research results by (Bhatti et al., 2013) (Siahaan, 2017).

The Influence of Organizational Culture on Employee Performance

The results of the study of the second trajectory of the equation obtained a recount in the 1960 study. The degree of meaning is 0.05, with the provisions $DK = 69 - 3 = 66$; From these provisions a table t of 1998 is obtained, based on the results of the calculation, and the focus of the investigation is the table t of $1,976 < 1960$, so hypothesis 4 is rejected. This means that it does not affect the organizational culture in the activity of the workers of the PT ABC. From the statistical calculation, the calculated t-value is less than the t-table, which means that the hypothesis is 4. This means that it does not affect the organizational culture in the activity of the workers of the PT ABC. The consequences of this research are not supported by studies conducted (Siahaan, 2017) and (Soedjono, 2005), in which it is stated that organizational culture has a positive and important impact on the activity of workers, the results of previous studies (Jakfar, 2014) demonstrate that organizational culture has a positive and important impact on the activity of workers, good corporate culture applied to the company and, in general, workers want to recognize and recognize the organizational culture applied in an organization. May be able to execute, it is a good labor participation of the staff of an organization. In general, the diversity of values is too high among the workers of the organization, including good, which means that, in general, the company makes its workers feel comfortable in the company. Their responses also tend to be uniform.. (Fauzi, 2016).

Impact of Organizational Commitment on Staff Performance

The results of the study of the second route reached a count of 2,702. The degree of meaning is 0.05, with the provisions $DK = 69 - 3 = 69$ with degree of freedom. From these provisions the 1998 table number t is obtained. According to the results of the calculation, the research count is 2,702 tables t of 1,998 $>$, so hypothesis 5 is accepted. This means that there is an effect between organizational commitment in the ABC century.

Through the calculations made, the important impact of the organizational commitment on the activity of the staff of PT ABC. The t -value is greater than table T , which means that hypothesis 5 is accepted, which means that there is an effect among organizational commitment in the ABC century. The effect of the organisational commitment can be seen in the previous chapter; The results of the research support previous research in which organizational commitment shows the power of a person to identify their participation in an administrative part (BYTYQI, 2020) (Luthans, 2015) and (Robbins, 2015), and (Bhatti et al., 2013), (Siahaan, 2017), as well as the study Meyer et al. (Kazmi & Javaid, 2022), which analyzes the relationship between the senior manager and affective commitment and the commitment to stay in companies or entities, According to the results of the study, affective commitment is positively related to performance.

CONCLUSION AND SUGGESTION, LIMITATIONS

From the formulation of the problem, analyzing the objectives and research hypotheses, some conclusions can be drawn in this study as follows: Intrinsic motivation is the drive or desire within an individual to do an activity because they feel happy, interested, or satisfied with the training, not because of external rewards such as money or awards. Meanwhile, organizational commitment is employees' desire to maintain their membership in the organization, actively participate in administrative activities, and work hard to achieve organizational goals. This research shows that intrinsic motivation has a positive influence on organizational commitment. Employees who feel intrinsically driven to work in the organization, such as because of personal interest, self-development, and a sense of satisfaction with their work, tend to have higher levels of commitment at PT. ABC.

Suggestion and Limitations Research shows that a strong and positive organizational culture positively influences organizational commitment. When employees feel that their organization has a positive culture, such as supportive, trusting, customer-focused, and confident, they tend to feel more attached to their organization. This is because a positive

organizational culture can help create a pleasant and supportive work environment, increasing employee satisfaction and motivation for PT. ABC. Research shows that work motivation positively influences employee performance of PT. ABC. Employees who feel motivated to work, such as due to a drive to achieve personal goals, a sense of pride in their work, or recognition for their hard work, tend to have higher performance levels. This is because work motivation can increase an employee's focus and concentration, energy and confidence levels, and desire to achieve the goals set by the company. In general, experts agree that organizational culture has an important effect on employee performance. A strong and positive corporate culture, such as a culture of honesty, confidence, commerce, and a culture of respect, has been proven to recover employee performance and create a more productive and efficient work environment. In this study, organizational culture does not affect performance, and this is because the cultural values that have been understood have not been able to improve the performance of employees of PT. ABC. Organizational commitment can be defined as employees' level of loyalty and attachment to the organization they work for. This research shows that organizational commitment positively influences employee performance; employees who feel attached and committed to the organization tend to have higher performance levels and maintain those levels over a more extended period. This happens because employees who are committed to the organization feel that the organization's success is their success too, and feel motivated to work hard and achieve organizational goals together.

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