The Influence of Organizational Culture and Job Stress on Employees Performance by Job Satisfaction as an Intervening Variable in PT Binor Karya Mandiri Paiton Probolinggo

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Research Highlights

This research proposed five hypotheses and results indicated that organizational culture has a positive and significant influence toward job satisfaction and employees' performance, job stress has a negative and significant influence toward job satisfaction and employees' performance, job satisfaction has a positive and significant influence toward employees' performance, organizational culture has a positive influence toward employees' performance through the job satisfaction of the employees in PT Binor Karya Mandiri Paiton Probolinggo, job stress has a negative influence toward employees' performance through the job satisfaction of the employees in PT Binor Karya Mandiri Paiton Probolinggo.

Graphical Abstract

Research Objectives

1. To find out the influence of organizational culture on employees' job satisfaction at PT Binor Karya Mandiri Paiton Probolinggo
2. To find out the effect of work stress on employees' job satisfaction at PT Binor Karya Mandiri Paiton Probolinggo
3. To determine the influence of organizational culture on employees' performance at PT Binor Karya Mandiri Paiton Probolinggo
4. To determine the effect of work stress on employees performance at PT Binor Karya Mandiri Paiton Probolinggo employees

5. To find out the effect of job satisfaction on employees performance at PT Binor Karya Mandiri Paiton Probolinggo employees

**Methodology**

**Research Design**

This study uses an explanatory research that tries to explain a problem and there is a hypothesis test of data obtained (Sumarni dan Wahyuni, 2006:52).

**Population and Sample**

The population of this study were all employees of PT Binor Karya Mandiri, amounting to 71 people. Employee’s total is less than 100 people, this research can be said to use census methods.

**Data Analysis Methods**

This study uses path analysis to analyze casual relationships between variables where independent variables influence dependent variables, both directly and indirectly, through one or more intermediaries (Sarwono, 2006: 147).

**Results**

**Calculation of Path Analysis**

Based on the existing path coefficient, the direct, indirect and total influence can be calculated as follows:

a. Calculating the influence of variabel $X_1$ on $Z$
   Direct : $X_1 \rightarrow Z = 0.443$
   Indirect : None
   Total Effect : 0.443 or 44.3%

b. Calculating the influence of variabel $X_2$ on $Z$
   Direct : $X_2 \rightarrow Z = -0.312$
   Indirect : None
Total Effect : -0.312 or -31.2 %

c. Calculating the influence of variable Z on Y
Direct : Z → Y = 0.383
Indirect : None
Total Effect : 0.383 or 38.3 %

d. Calculating the influence of variable X₁ on Y
Direct : X₁ → Y = 0.283
Indirect : X₁ → Z → Y = (0.443)(0.383) = 0.169
Total Effect : 0.283 + 0.169 = 0.452 or 45.2 %

e. Calculating the influence of variable X₂ on Y
Direct : X₂ → Y = -0.271
Indirect : X₂ → Z → Y = (-0.312)(0.383) = -0.119
Total Effect : -0.271 – 0.119 = -0.390 or -39 %

Findings

1. Organizational culture has a positive and significant effect on the employees job satisfaction
2. Job stress has a negative and significant effect on the employees job satisfaction
3. Organizational culture has a positive and significant effect on the employees performance
4. Job stress has a negative and significant effect on the employees performance
5. Job satisfaction has a positive and significant effect on the job satisfaction
6. Organizational culture has a positive and significant effect on the employees performance through job satisfaction
7. Job stress has a negative and significant effect on the employees performance through job satisfaction.
References


