Analysis of Personality and Local Culture: The Effect on Employee Performance

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ABSTRACT

The purpose of this study is to analyze: the effect of personality on employee performance of Population and civil registry office of Pinrang; the effect of local culture on employee performance of Population and civil registry office of Pinrang; the effect of personality and local culture simultaneously on employee performance of Population and civil regsitry office of Pinrang. The data collection techniques used in this study were observation, interviews, and questionnaires. The sample used in this study were 90 respondents who were employees of Populaation and civil registry office of Pinrang. The data analysis method used is multiple linear regression analysis, using the SPSS program. It is found that personality has a significant effect on employee performance of Population and civil registry office of Pinrang; local culture has a significant effect on employee performance of Population and civil registry office of Pinrang; personality and local culture simultaneously have significant effect on employee performance of Population and civil registry office of Pinrang.

Keywords: Employee Performance, Local Culture, Personality.

1. INTRODUCTION

Human resource management is part of organizational management that is focused on human resources. In an organization that needs to be realized is the importance of performance evaluation. Performance can be known and measured if an individual or group of employees has the criteria and standards of success and benchmarks set by the company. Therefore, without the goals and targets set within the company, performance may not be known if there is nothing to measure its success, therefore the task of human resource management is to improve and optimize employee performance and know individual characteristics to support organizational goals.

Conscious or not that everyone behaves, acts, does, speaks, and thinks differently because each individual is unique, different from one another. There is no doubt that the success of an organization, or every group in an organization, is highly dependent on the personality of the employee [1]. Successful employees are those who are able to anticipate and utilize energy, take advantage of opportunities, and motivate employees to achieve high levels of performance.

Apart from personality, local culture also plays an important role in achieving good performance. Local culture is indigenous culture or can be defined as a cultural characteristic of a group in interacting or behaving in a certain group space, local culture is also the cultural values of the people of an area that are formed through a learning process from time to time. Local culture can be in the form of tradition, mindset, or customary law. In the cultural context, humans are referred to as symbols of animals which are creatures with full of symbols and living things formed by cultural products [2].

Based on observations at population and civil registry office of Pinrang, there are several things that need to be considered, namely, low employee performance, many employees who do not adjust to the community that will come. Namely from emotional maturity, and social maturity, and responsibility, employees are also more than people they know before, so that it can hamper employee performance because what is used is in accordance with what has been determined.

2. METHODOLOGY

2.1 Population and Sample

The population in this study were employees of the Office of Population and Civil Registration of Pinrang Regency, which consisted of 116 employees. Then the number of samples can be calculated as follows;

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

Information:

n = number of samples
N = Total Population
e = error tolerance limit (error tolerance)

$$n = \frac{116}{1+116 \times 0.05^2}$$

$$= \frac{116}{1+116 \times 0.0025}$$

$$= \frac{116}{1+0.29}$$

$$= \frac{116}{1.29}$$

$$= 89.9$$

Based on the calculation of the slovin formula above, the sample that can be used is 89.9. However, the results were rounded to 90, therefore the number of samples in this study was 90 respondents. Data collection techniques used in this study are observation, interview and questionnaire.

1. **Validity test**

Testing the validity of the data in this study was carried out by calculating the correlation between each statement and the total score using the Pearson product correlation method. Data is declared valid if r count which is the item value from Corrected Item-Total Correction > from r table at significant 0.05 (5%). In testing the validity of the data, it is done using the Pearson Correlation approach. In the following, the results of the validity test of each variable are presented.

The results of the validity test in Table 1 showed that all items in the personality variable (X1), local culture (X2) employees (Y) tested in the study stated that each assessment instrument was considered valid because the Corrected Item-Total Correlation value > from r table at significant 0 ,05 (5%).

Table 1. Instrument Validity Test Results at Level = 0.05

Indicator	Correlation Coefficient	Information
Personality		
X1.1	0.420	Valid
X1.2	0.539	Valid
X1.3	0.477	Valid
X1.4	0.736	Valid
Local Culture		
X2.1	0.413	Valid
X2.2	0.427	Valid
X2.3	0.765	Valid
Employee Performance		
Y.1	0.675	Valid
Y.2	0.723	Valid
Y.3	0.759	Valid
Y.4	0.668	Valid

2. **Reliability Test**

Sugiyono suggests "that reliability is related to the degree of consistency and data or findings" [3]. The reliability test was conducted to determine the consistency of the results of the answers about the respondents' assumptions. The results of the reliability test are seen from the good Cronbach alpha value, which is close to 1. A variable is said to be reliable if it gives a Cronbach alpha value > 0.60.

Table 2. Instrument Reliability Test Results at Level (α) + 0.05

Variable	Alpha Cronbach	Information
Personality (X1)	0.674	Trusted
Local Culture (X2)	0.578	Untrusted
Employee Performance (Y)	0.778	Trusted

3. **Normality Test**

Normality test is conducted to test whether in the regression model, the specified variable and the independent variable both have a normal distribution

or not. If the data is normally distributed, then the parametric statistical test can be used, whereas if the data is not normally distributed. Then used nonparametric statistical tests [4].
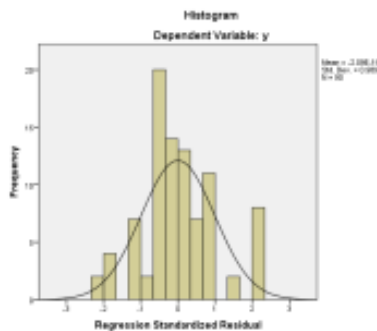
Figure 1. Histogram Normality Test

The histogram image above shows that the data is normally distributed because the shape of the curve has a slope that tends to be balanced and approaches the normal distribution pattern.

4. Multiple Linear Regression Test

Multiple linear regression analysis is a development of simple linear regression, which is both a tool that can be used to predict future demand based on past data or to determine the effect of one or more independent variables (independent) on one dependent variable (dependent) [5].

Multiple linear regression was used in this study with the aim of proving the hypothesis regarding the influence of personality variables (X1), and local culture (X2) individually or collectively on employee performance (Y). Statistical calculation in multiple linear regression analysis used in this study is to use the computer program SPSS for Windows version 21.0. The results of data processing with the SPSS program are in full in the attachment and then summarized as follows:

Table 3. Multiple Linear Regression Results

Model		Nonstandard Coefficient		Standard Coefficient	T	Signature.
		B	Std. Error	Beta		
1	(Constant)	.024	1.293		.018	.986
	X1	.680	.084	.604	8091	.000
	X2	.498	.126	.295	3.954	.000

Based on the table 3, can be written in the form of a regression equation in the form of Standardizen Coefficients so that the following equation is obtained:

$$Y = 0.024 + 0.680X1 + 0.498X2$$

where:
Y = Employee Performance
X_1 = Personality
X_2 = Local Culture

Based on the multiple linear regression equation, it can be explained as follows;

a. Constant value (α) = 0.024
It means that if the independent variable of personality and local culture has a value of 0 (zero) then the value of the variable (Beta) of 0.024 is considered constant.

b. X_1 variable coefficient (personality) = 0.680
It means that the personality value (X_1) to improve employee performance is obtained 0.680 where if there is an increase in Personality 1%, then Employee Performance will increase 0.680.

c. X_2 variable coefficient (local culture) = 0.498.
It means that the influence of Local Culture (X_2) to improve employee performance is obtained 0.498 which means that if there is an increase in Local Culture every 1%, then Employee Performance will increase by 0.498.

5. Determination Test

The coefficient of determination (R^2) measures how far the model's ability to explain the variation of the dependent variable is. The value of the coefficient of determination lies between zero and one, ($0 \leq R^2 \leq 1$). The purpose of the coefficient of determination is to determine the effect of the independent variable on the specified variable. From the results of the data obtained the following results:

Table 4. Coefficient of Determination

Model	R	R Square	Customized R Square	Std. Estimated Error
1	.780a	.608	.599	1.15463

The results of the regression calculation can be seen that the value of R Square is 0.608. This shows that 60.8% of employee performance (Y) is influenced by variations of the second independent variable, namely personality (X_1) and local culture (X_2). While the remaining 39.2% is influenced by other variables not examined.

Table 5. T-Test Based on Comparison of t-Calculated Values and t-Table

Variable	t count	t table	Hypothesis
Personality (x1)	8091	1,661	8091>1,661 then the hypothesis is accepted
Local culture (X2)	3.954	1,661	3.954>1,661 then the hypothesis is accepted

The t-test aims to show how far the effect of independent variable individually by explaining the specified variable. The partial hypothesis test was carried out by comparing the t-count value with the t-table and based on the significant value of the SPSS

output. Both of these methods will be used in this study.

Table 6. F-Test Results

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	179.613	2	89.807	67.363	.000ᵇ
	Residual	115.987	87	1.333		
	Total	295.600	89			

The results of the regression model test for the overall variable have shown that the calculated F value = 67.363 with a significance of 0.000. That is by using a significant limit of 0.05. The value is significantly smaller than 0.05 with a positive direction coefficient. Thus it is known that personality (X1) and local culture (X2) have a significant effect on employee performance (Y) of Population and Civil Registry Office of Pinrang.

3. RESULT AND DISCUSSION

3.1. The Effect of Personality on Employee Performance

The results of the regression test for the personality variable on employee performance show the t value = 8091 with a significant value of 0.000. By using the value of t table = 1.661 then the value of t count > t table (8091 > 1.661) so that the key can be that it has a positive effect (the hypothesis is accepted). Thus the personality variable has a significant effect on the performance of employees at Population and Civil Registry Office of Pinrang.

Opennes to Experience is an open personality that groups individuals based on their relationship to new things, has characteristics that tend to be more creative, imaginative, intellectual, and curious about something. If the Population and Civil Registry office have employees who tend to be more creative, imaginative and have good intellectuals, the process of achieving work will also have an effect and the results of their work will be even better, because many new ideas are given by employees. So that when combined can produce a design that is very supportive for the achievement of the results of a job.

Extroversion is a personality that is able to provide comfort in interacting, this personality tends to be more sociable and easier to socialize. Employees at the Population and Civil Registry Office of Pinrang. Carry out this personality where it can be seen how the employee treats the people who come and the way he explains well the procedures that must be met in managing a file.

Agreeableness is a personality that easily gets along or agrees easily and tends to be more obedient. Individual characteristics are cooperative (work together), are kind, and like to help others.

Employees of the Population and Civil Registry Office who work together in completing the assigned tasks and they help each other will make a major contribution in completing the existing work.

Emotional Stability is a personality that assesses a person's ability to withstand pressure or stress. This personality trait shows calm in the face of problems. Emotional Stability plays an important role in employee performance of Population and Civil Registry Office of Pinrang, because with this attitude employees are able to survive in situations that are sometimes undesirable.

Personality describes the arrangement of characteristics of a person's behavior, thoughts, and feelings as well as a unique physical entity that contains habits and attitudes that are very useful in dealing with and adjusting to the demands of life. This personality includes several factors, namely heredity, environment, and situation.

This is in accordance with the theory according to [1] which states that there is no doubt that the success of an organization or each group in an organization is very dependent on the personality of the employee and is also supported by previous research by [6] entitle "The Effect of Emotional Intelligence and Personality on Performance Employees at PT. Bank Danamon Indonesia, TBK" with the results of personality research having a significant positive effect on employee performance at PT. Bank Danamon Indonesia TBK.

A person with a personality who has full awareness and acceptance of themselves means that they are able to understand and accept the strengths and weaknesses that exist in themselves and realize their potential as humans who have abilities in one particular field, so that it is much better in producing a performance that is considered good. in work.

In this study, personality plays an important role in achieving employee performance where the personality that exists in the Office of Population and Civil Registration is one way to deal with or how to complete a given mandate/job. This can be seen from the results of multiple linear regression testing where personality has a positive effect on employee performance and can also be seen in the results of reliability tests where the data is reliable.

3.2. The Effect of Local Culture on Employee Performance

The results of regression testing for local culture variables on employee performance show the t value = 3.954 with a significant value of 0.000. By using the value of t table = 1.661 then the value of t count >

t table (3.954 > 1.661) so that the hypothesis is accepted. Thus, local culture has a significant effect on the performance of employees at Population and Civil Registry of Pinrang.

There are three indicators of local culture of buginess culture namely sipakatau, sipakalebbi and sipakainge. *Sipakatau* is related to how we humanize each other, meaning that in social life we should respect our fellow human beings and not distinguish one another. If employees can carry out their roles and duties properly, namely respecting everything that is ordered, as well as leaders who are able to provide an authority and policy without distinguishing between one employee and another, then the employee's performance can be well coordinated.

Sipakalebbi is a trait where there is a prohibition on seeing humans with all their shortcomings, in this case the individual must learn to accept the opinions of others. This will greatly affect the performance of employees where each individual will have a different opinion, therefore when these different opinions are accepted and concluded properly it will greatly affect the performance of employees.

Sipakainge is the nature of reminding each other. In carrying out a job, what is needed so that the work is considered good is a sense of reminding each other of fellow employees both in terms of bad or good while carrying out work, because every job has a level of difficulty in completing it, therefore it is necessary to achieve good results.

The values of *sipakatau*, *sipakalebbi* and *sikakainge* play a role in employee performance at the Population and Civil Registry Office of Pinrang where these three things affect what employees will take in their work or how employees think in carrying out the tasks and responsibilities given and will also affect attitudes in making a decision.

The local culture, the morale of employees can be seen through the behavior or habits of the employee, this can help leaders in making decisions about policies at work and assist employees in interacting both with co-workers and other people and good manners are maintained. The results of the reliability test show that the local cultural data is declared unreliable, this can happen because there are statements in the local cultural indicators whose index is considered low by the respondents. However, the hypothesis will still be accepted because the results show that the significant value is 0.000 or below 0.05% so that it is declared influential.

This strengthens the research conducted by [7] with the title "The Power of Discourse on Bugis Makassar Culture in the 2013 Pinrang Regency Election" with the results of research that the values of Makassar Bugis culture have an effect on the 2013 regional elections in Pinrang Regency. As revealed [8] that culture consists of a set of learned values, beliefs, standards, knowledge, morals, laws and behaviors conveyed by individuals or communities that determine how a person acts and views himself and others.

3.3. The Effect of Personality and Local Culture on Employee Performance

Based on the results of the regression model testing for all variables, the calculated F value = 67.363 with a significant value of 0.000. By using a significant limit of 0.05, the significant value is smaller than 0.05 with a positive coefficient direction. Thus, the hypothesis is accepted which states that personality (X1) and local culture (X2) together have a significant effect on employee performance (Y) at the Pinrang Regency Population and Civil Registry Office. Based on explained above, it can be seen that personality is very important because it will affect the performance of employees at the Population and Civil Registry office of Pinrang.

Personality is very much needed by employees because personality largely determines how a person acts and behaves in carrying out the duties and responsibilities given. Such as the need for a personality that is able to socialize well, has characteristics that are cooperative, innovative, able to cope with pressure and has a spirit of great responsibility for the work given by the office. In addition, mutual respect and reminding of good things or bad things are needed in employees, both among co-workers, namely subordinates and subordinates or subordinates with superiors at the Population and Civil Registry Office of Pinrang and the Community. When it is in the employee and implemented properly it will greatly impact the results of employee performance.

4. CONCLUSION

The conclusions of the research that have been carried out are:
1. Personality has significant effect on employee performance of Population and Civil Registry Office of Pinrang.
2. Local culture has significant effect on employee performance of Population and Civil Registry Office of Pinrang.
3. Personality and local culture simultaneously have significant effect on employee performance of Population and Civil Registry Office of Pinrang.

AUTHORS' CONTRIBUTIONS

Irwan Idrus carried out design of the study and performed the statistical analysis and interpretation of result. Hajriana carried out data collection, participated in sequence alignment and drafted the manuscript. Andi Fitriani conceived of the study and participated an its design and coordination and helped to the draft the manuscript. All authors read and approved the final manuscript.

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