Influence Organization Cultural, Work Condition to Job Satisfaction and Employee Performance Denpasar's Republic of Indonesia Radio

Ni Nyoman Kasih, Anak Agung Putu Agung, I Nengah Sudja
Magister Management Program, Post Graduated Universitas Mahasaraswati Denpasar Denpasar, Bali

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Abstract:
In this time era of emulation business world very tight, to generate the consequence in company emulation. This emulation claim the company to reorganize the its business strategy every day, very tight emulation lay in how a implementation company can process the product creation or its service better and more with quality compared to a other business competitor. This Research target to analysis the cultural influence organization, environmental work to satisfaction work and employees performance Republic Of Indonesia Radio (RRI) Denpasar. Sum up the sample in this research as much 60 responder, with the method of data collecting primary by using appliance closed. Technique analysis that is descriptive analysis technique, path analysis by Partial is Least Square PLS.

Result of research that is organizational culture have an effect on positive to performance of employees of RRI Denpasar. Environmental work to have an effect on positive to performance of employees of RRI Denpasar. Organizational Cultural have an effect on positive to satisfaction work the employees of RRI Denpasar. Environmental work to have an effect on positive to satisfaction work the employees of RRI Denpasar. Satisfaction work to have an effect on positive performance of employees of RRI Denpasar

Keyword: Organization culture, work condition, Job satisfaction, Employee Performance

I Introduction:
Now business world emulation era so tights, one that will evoke consequence outrivals firm. This emulation strove for firm to reorganize its business strategy every day, emulation that really tight lays in how one firm get implementation product creation process or its better service and more qualified than another business competitor. To reach that process series is not current target only, but continually goes to coming term. Up to firm is still can continually try to fix its performance, in as much as that too corporate gets last regular in its tights global emulation. Emulation carries on business to get happening on various corporate already have top at area, besides top on strategy, human resource top (SDM) whatever available in that firm constitute success key an organization. This success gets to be seen from performance (job performance) employee. Resource human to constitute key for continuity of an organization since that thing constitute relative organization asset
difficult to be imitated by other organization (Han, 2010:67). It at caused human resource character that off balance and continually moves to follow each changing one happen its environment. Human resource management constitutes one series of action in term selection, development, preserve, and human resource purpose to reach well individual and also to the effect organization. Department problem thus resource human to constitute problem that divides organization, as compared to another department. Human resource in an organization constitutes conditioner that really necessary for effectiveness nun of activity in organization (Hahn, 2009:89). Human resource in an organization is peopled whatever available in organization itself. Resource human to have central role in each organization, without SDM what does professional, e job target job tool despite its sophisticated, therefore an organization has to have strategy, policy, and works program suitably with competence SDM to run job tool to reach job target. (Anwar, 2010: 39). As key as subject, human resource can determine activity performing success in corporate. Therefore successful don't it an organization or institution will be determined by its people factor or its employee in achieving its aim. An employee which have job result performance or resulting opus) one that tall well gets to prop be reached intent and objective already been established by a firm.

In this research researcher utilizes organization culture factor, work condition to job satisfaction and employee performance in see its influence for performance to fire an employee since becomes that important for at solution swatch after increase performance on an ongoing basis. First factor is hit to culture organization. On this process function chief to have role that really hand in glove determines deep organization performing a firm. Cultural function not only just as do guidance and instruction to fire an employee, but primal one is how a boss can give' content and mission or clear aim where organization will walk that result that is gotten in one's line startup forming firm.

According to Robbins (2010:64) corporate cultural force will result good firm performance, since its assumption that strong culture is cultural one main immovably and Organization culture necessary for one each company. Why essential organization, since constitutes happening wont deep organization hierarchies that represent behavior norm that followed by membered organization. Productive culture is cultural one get to make organization as strength and to the effect firm can most. culture at Denpasar's Republic Of Indonesia Radio now still is met marks sense unable employee works professional's as coming as late or absent job, still found employee which late come, clad trick fires an employee that scruffy and leaves office before office hour end. About problem this directly gets impacted on performance fires an employee that if be not been given explicit sanction. Working organization culture all this time will function effective if employees gets to apply organization culture as in perform task with full takes and free of corruption and nepotism.

Resource human to constitute one of key factor to get best performance, since SDM constitutes determination factor and effective aim attainment and efficient. Performance fires an employee is yielding job which reached by an employee in do task according to accountability which is given to her. (Mathis and Jackson,2006) naming factor that regard performance is ability (ability), increase effort that is lavished and work condition (motivation). Basically human or someone that lies on organization life tries to determine and forming an activity design all party, that carry on activity not impinging with various attitude and behavior each individual. That intended something is cultural where individual lie, as trustworthy, point, assumption, expectation etcetera (Glaser,1987). Oftentimes Organization culture at figures deep mean which be had with. Trust, symbols, ritual and effloresce myth from time to time and in function as paste that bands organization. Strong culture give clear grasp to fire an employee about shooting problem trick at its vicinity and cultural will give stability on organization (Robbins, 2010:69). Culture organization to point to meaning system with which followed by what does differentiate organization with organization another. Meaning system with this if observed constitutes a set of appreciated main characteristic by organization that (Robbins, 2010:123). Cultural specific deep organization will be determined by team collaboration condition, and organization characteristic and prevailing administration process (Faustino,2003:27).

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Therefore that organization culture is momentous, since constitutes happening implement deep organization. With marks sense relationship that really hand in glove among human resource with cultural organization, as creature, man has life stock which is kindness or mind, and culture (culture) one that constitutes of composes, taste and man desire Damayanti (2011:86).

The importance for work design to fire an employee to lead and keep company and assesses that employee work standard is easy at point and does its job observation that was aimed and planned so barn employee also have task and accountability picture that at gives unto all employee. Design talks shop as part to assess employee performance as which she can solve its work corresponds to jobs its description.

Conscious of things upon therefore in this research researcher most draw for chooses RRI (Denpasar's Republic Of Indonesia radio) as object of research, for the purpose to know" Organization Cultural influence, Work condition to job satisfaction and Radio Employee Performance Denpasar's Republic Of Indonesia "

Base background already being revealed above gets to be made by problem formula as follows:

1. What Cultural Organization influential for performance to fire an employee at Republic Of Indonesia Radio( RRI) Denpasar?
2. Are work condition influential to performance fire an employee at Republic Of Indonesia Radio (RRI) Denpasar?
3. What cultural organization influential to job satisfaction fires an employee at Republic Of Indonesia Radio( RRI) Denpasar?
4. Are work condition influential to job satisfaction fire an employee at Republic Of Indonesia Radio( RRI) Denpasar?
5. What satisfactory job influential to Performance Fires An Employee at Republic Of Indonesia Radio( RRI) Denpasar?

II. Theoretical and Hypothesis Development:

Anwar (2010:92) declare for, one of factor which regard performance is employ work condition. Steer also words, that work condition has to try a fall someone or individual trend involves self in activity that aims on target in talks shop as satisfaction. Meanwhile and says that work condition is application or motif arousal. So, work condition is something that evokes or push Bernadin (1993:45).

Dessler (2007:67) Job satisfaction (job satisfaction) are agreeable emotional situation or ominous where employees see its work. Job satisfaction reflect someone feel to its work. It is seeming on employees positive attitude to talk shop and all something which at dealing at work condition. Meanwhile job constitutes someone effort to reach to the effect with get income and subsidy. Of job satisfaction needs to get that special interest employ can increase its performance. Human resource department or management shall ever monitor job satisfaction because it regard absence attitude, turn over, job satisfaction and another essential problems. Therefore someone will perceive to please by work in a general way since successful and gets fair estimation of its lead.

Someone will hunger appreciation to usufruct its work and is fair reward. Performance estimation needs at do as objective as maybe since that will job fire an employee to do its activity. Despitefully too performance estimation can give information to fire an employee for application to employ, promotion, and assesses employee behavior.

In trips life, man needs various type and information kind to meet the need it. now, Information constitutes requirement that never takes down at circle human to intermediate onto and also intermediate to down. Since, information is the need that its accomplishment the need subject. As we know, current information radio effloresce quick at Indonesia. This developing gets see of a lot of it radios those are on Indonesian even at any given province, that have radio at any given city. On radio institute shall also have qualified Man Resource and can be involved deep organization intent attainment. Human resource in an Organization constitutes aspect, which is its following determines effectiveness an organization. Therefore organization needs to do investment by performs MSDM'S function, which is levy beginning, selection until of making that Man Resource last at Organization. By marks sense, that developing at any given broadcast have tall competitiveness.

Hereafter disciplines to constitute prescriptive main capital performance fires an employee Denpasar's Republic Of Indonesia Radio. Denpasar's Republic
Of Indonesia radio requires to fire an employee that has to increase good discipline because in broadcast news to disciplined needful society job which well. Employee that gets dedication and disciplined tall deep work subject and function task its as Employee Of Denpasar's Republic Of Indonesia Radio.

Pursuant to problem formula, target of conceptual framework and research which have been explained, hypothesis in this research as follows

1) Organizational Culture have an effect on positive to performance Republic Of Indonesia Radio (RRI) Denpasar
2) Environmental Work to have an effect on positive with the Employees performance Republic Of Indonesia Radio (RRI) Denpasar
3) Organizational Cultural have an effect on positive to satisfaction work employees Republic Of Indonesia Radio (RRI) Denpasar
4) Environmental work to have an effect on positive to satisfaction work employees Republic Of Indonesia Radio (RRI) Denpasar
5) Satisfaction work to have an effect on positive to employees performance Republic Of Indonesia Radio (RRI) Denpasar

III Research Method:

1. Observational location:
Location in observational it is Radio Republic Of Indonesia clear a root Hayam Wuruk No.70 Denpasar. This observational location is chosen since at this place still available about problem in accordance with variable researcher already being passed on observational problem background this.

2. Variable Identification
Base subject about problem and hypothesis already being formulated, therefore variable which that will in observational it is:

1) Variable free (independent Variable) constituting variable that regards or that as because firm or arises it variable is free Sugiyono (2016:218). In this research, one that as free variable is level cultural organization \( (X_1) \) and work condition \( (X_2) \)
2) Variable are tied-up (dependent variable) constituting variable that is regarded or becomes effect because mark sense free variable (Sugiyono, 2016:239). Bonded variable in observational it is satisfactory job \( (Y_1) \) and performance

3. Variable Operational definition:
1) Organization culture which is a pa system that is believed and gets to be studied, can be applied and is developed continually.
2) Work condition which is all aught something around employ and gets to regard them in carry on its duty assignment those are charged.
3) Job satisfaction which is a result of labor that gets bearing with work condition
4) Performance Fires An Employee which is amount and job result quality individual or a galaxy in organization in perform subject and function task that standard on norm, procedural operational default, criterion and measure already being established or applies deep organization.

4. Population and Sample:
Population is merging of all element that gets to form scene, thing or person that have characteristic which similar one becomes cynosure. According to Sugiyono (2016:90) population is territorial generalizing which comprise of object and subjek that have quality and specified particular characteristic by researcher for studied and then is gleaned from. Population in observational it is fire an employee Republic Of Indonesia Radio that total 148 employees. One of sample take is proportionate random is sampling since population amount was known as much 148 Republic Of Indonesia Radio Employees Denpasar. To determine big sample, therefore is done by use of formula Slovin (in Ghozali:2015:176) which is minimal sample to be determined by use of formula as follows.

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

Information:

\( n = \) sample Measure
\( N = \) population Measure
\( e = \) achievement zoom or inadvertence sag zooms because tolerable sample take faults e.g. 10%.
Base count by use of formula Slovin, its outgrows sample get as follows been accounted.

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

\[n = \frac{148}{1+148(0,1)^2}\]

\[n = 59,67\] are rounded as 60 reponden

So sample amount in observational it is as much 60 respondents.

5. Analisis's tech Data:

After data is gotten, in order to reach research aim and succeeding hypothesis testing bases descriptive analysis, analysis is band path with Partial Least Square PLS. Descriptive is utilized deep observational it, namely to answer about problem observational the first by words and give description systematically and logical among data which got by about problem which assessed by validity quiz, reliability and quiz descriptive through average count, deviation default, table, accounted by SPSS program package and Excel.

In analysis method by use of PLS exists two thing who shall be done. First, by judging measurement model or outer is model do estimation to validity and reliability is research variable. Available three criterions to assess outer models, which is convergent validity, composite reliability and discriminant validity. Both of, by judging inner model or structural model. Examination to inner model or structural model is done to see marks sense positive or negative influence of an observational model.

On Partial Least Square's approaching (PLS) don't assume data gets particular distribution. Parameter estimation that got by PLS can become three, which is Ghozali (2015:156):

1) Weight estimate one that is used as to establish latent variable score;
2) Reflecting band estimation(path estimate) to link latent variable and latent variable squire by obstructs its indicator (loading);
3) Get bearing with means and parameter location (constant point regression) for latent variable and indicator.

According to Ghozali (2015:178), PLS constitutes to methodic analysis that power full because data which is assumed shan't in given measurement scale, that thing because PLS gets basis statistic nonparametric (indicator with ordinal's scale, category, interval until ratio can be utilized on one group model), and most importantly is get to be utilized to foot up relative's sample little (recommended minimal ranging of 30 until 60 samples). PLS can also be utilized for a theory and to word there is or not it is subjective latent variable squire. Besides get as been utilized theory confirmation (hypothesis quiz) PLS can also be utilized to build relationship that haven't available its theory base or for examination. PLS is developed alternatively for situation where its theory is run down; and available indicator not reflexive measurement model pock Solimun and Rinaldo (2008). PLS that can latent variable by use of reflexive indicator and also formative is that thing can't be done by covariance based structural equation is modelling (CBSEM).

CBSEM often at conceive of hard modelling whereas PLS at conceive of soft modelling. Hard is modelling aims to test causality among variable already been built theory-based, meanwhile soft is modelling aims to look for prediction between variable is linear relationship. Incorrectly, one thing principle which differentiate among both of method it is lay in to foot up data (sample) one that available. CBSEM have to one data assumptions shall be accomplished, if proprietary data not that thing assumption pock, therefore analysis utilizes CBSEM will arise severally problem, for example (Ghozali, 2015:193):

a) Factor indeterminacy unidentified ,
b) Happening improper solution , since marks sense point variance one that negative or often been called keyword case , and
c) Non convergen algorithm.

IV Result and Discussion:

1. Inferential Analysis Result

Inferential Analysis in observational it utilizes PLS (Partial Least Square) with program Smart PLS 2,0. analysis inferental step consisting of umpteen stage for example: (1 ) do structural model evaluations(inner is model ) to know model accuracy, (2 ) Hypothesis testing.
a. Doing Measurements Model Evaluation (outer is model)

Measurements model evaluation (outer is model) done to know validity and reliabilities is indicator that forms each latent variable, for example organization culture variable, work condition, job satisfaction and employee performance. In this research variable indicators are get character reflective, so measurement model evaluation did by bases convergent validity and discriminant validity and composite reliability to obstruct indicator.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Variable</th>
<th>Koeff. Outer Loading</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office hall hygiene</td>
<td>X_2.1</td>
<td>0.737</td>
<td>Valid</td>
</tr>
<tr>
<td>Job hall settlement</td>
<td>X_2.2</td>
<td>0.679</td>
<td>Valid</td>
</tr>
<tr>
<td>Lighting and lighting</td>
<td>X_2.3</td>
<td>0.594</td>
<td>Valid</td>
</tr>
<tr>
<td>Job hall coloration</td>
<td>X_2.4</td>
<td>0.856</td>
<td>Valid</td>
</tr>
<tr>
<td>Draught</td>
<td>X_2.5</td>
<td>0.582</td>
<td>Valid</td>
</tr>
<tr>
<td>Noise zoom</td>
<td>X_2.6</td>
<td>0.757</td>
<td>Valid</td>
</tr>
<tr>
<td>Safety of working</td>
<td>X_2.7</td>
<td>0.862</td>
<td>Valid</td>
</tr>
</tbody>
</table>

1) Convergent validity:

Convergent validity done to check indicator validity that form each latent variable. This validity check did by sees coefficient outer loading each indicator. Indicator a variable will say valid, if has coefficient outer loading are even greater of 0.30. Coefficient outer loading can also give information about contribution item to indicator or contribution even indicator to latent variable. Item who has coefficient outer loading outgrown to item's meaning indicator that give contribution great testing to its indicator. Such too indicator that have coefficient outer loading paling besar, berarti havekontribusi yang paling besar pula terhadap variabelnya.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Variable</th>
<th>Koeff. Outer Loading</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovation and risk taking</td>
<td>X_1.1</td>
<td>0.721</td>
<td>Valid</td>
</tr>
<tr>
<td>Attention to detail</td>
<td>X_1.2</td>
<td>0.531</td>
<td>Valid</td>
</tr>
<tr>
<td>Outcome orientation</td>
<td>X_1.3</td>
<td>0.795</td>
<td>Valid</td>
</tr>
<tr>
<td>People orientation</td>
<td>X_1.4</td>
<td>0.619</td>
<td>Valid</td>
</tr>
<tr>
<td>Team orientation</td>
<td>X_1.5</td>
<td>0.545</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Table upon points out coefficient outer loading for variable indicator culture organizations which is indicator innovation and risk taking, attention to detail, outcome orientation, people orientation and team orientation having greater point of 0.30 so the lot stated valid.
b. Work Condition validity (X_2) Work condition variable that comprise of 7 (seven) indicator as on following Table.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Variable</th>
<th>Koef. Outer Loading</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office hall hygiene</td>
<td>X_{2.1}</td>
<td>0.737</td>
<td>Valid</td>
</tr>
<tr>
<td>Job hall settlement</td>
<td>X_{2.2}</td>
<td>0.679</td>
<td>Valid</td>
</tr>
<tr>
<td>Lighting and lighting</td>
<td>X_{2.3}</td>
<td>0.594</td>
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</tr>
<tr>
<td>Job hall coloration</td>
<td>X_{2.4}</td>
<td>0.856</td>
<td>Valid</td>
</tr>
<tr>
<td>Draught</td>
<td>X_{2.5}</td>
<td>0.582</td>
<td>Valid</td>
</tr>
<tr>
<td>Noise zoom</td>
<td>X_{2.6}</td>
<td>0.757</td>
<td>Valid</td>
</tr>
<tr>
<td>Safety of working</td>
<td>X_{2.7}</td>
<td>0.862</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Table upon points out coefficient outer loading for work condition variable indicators point out that hall hygiene indicator office, job hall settlement, lighting and lighting, job hall coloration, draught, noise and safety of working zoom have valid because has point outer loading upon 0,30. All indicator that using to measure work condition variable has to assess outer loading are even greater of 0,30, so all indicator gets to be declared for by valid.

c. Satisfactory variable validity job (Y_1) Jobs satisfactory variable which comprise of 5 (five) indicator as on Table.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Variable</th>
<th>Koef. Outer Loading</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job mentally dares</td>
<td>Y_{1.1}</td>
<td>0.907</td>
<td>Valid</td>
</tr>
<tr>
<td>Deserts that seemly</td>
<td>Y_{1.2}</td>
<td>0.852</td>
<td>Valid</td>
</tr>
<tr>
<td>Supportive working condition</td>
<td>Y_{1.3}</td>
<td>0.710</td>
<td>Valid</td>
</tr>
<tr>
<td>Co-worker backs up</td>
<td>Y_{1.4}</td>
<td>0.753</td>
<td>Valid</td>
</tr>
<tr>
<td>peribadi's suitability on talks shop</td>
<td>Y_{1.5}</td>
<td>0.612</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Table upon points out coefficient outer loading for job satisfaction variable points out that job indicator mentally dares, deserts that seemly supportive working condition, co-worker backs up and suitability on talks shop have valid because point outer loading upon 0,30. All indicator that using to measure job satisfaction variable has to assess outer loading are even greater of 0,30, so all indicator
gets to be declared for by valid. Performances variable validity fire an employee \( (Y_2) \) indicator as on Table

### Table 5 Performance variable \( (Y_2) \)

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Variable</th>
<th>Koef. Outer Loading</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of work</td>
<td>( Y_{2.1} )</td>
<td>0.760</td>
<td>Valid</td>
</tr>
<tr>
<td>Quality of work</td>
<td>( Y_{2/2} )</td>
<td>0.585</td>
<td>Valid</td>
</tr>
<tr>
<td>Initiative</td>
<td>( Y_{2.3} )</td>
<td>0.821</td>
<td>Valid</td>
</tr>
<tr>
<td>Adaptability</td>
<td>( Y_{2.4} )</td>
<td>0.764</td>
<td>Valid</td>
</tr>
<tr>
<td>Cooperation</td>
<td>( Y_{2.5} )</td>
<td>0.589</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Emerging indicator on Table upon points out that that indicator have valid because has point outer loading upon 0,30. All indicator that using to measure performance variable has to assess outer loading are even greater of 0,30, so all indicator gets to be declared for by valid.

### 2. Composite Reliability and Cronbach Alpha:

#### Table 6 Arithmetic result Composite Reliability and Cronbach Alpha:

<table>
<thead>
<tr>
<th>Variable</th>
<th>Composite Reliability</th>
<th>Cronbach Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organization culture ( (X_1) )</td>
<td>0.758</td>
<td>0.675</td>
</tr>
<tr>
<td>Work condition ( (X_2) )</td>
<td>0.781</td>
<td>0.649</td>
</tr>
<tr>
<td>Job satisfaction ( (Y_1) )</td>
<td>0.705</td>
<td>0.738</td>
</tr>
<tr>
<td>Performance fires an employee ( (Y_2) )</td>
<td>0.834</td>
<td>0.748</td>
</tr>
</tbody>
</table>

Base Table upon yielding arithmetic composite reliability and Cronbach Alpha point out that variable has coefficient composite reliability its point is ranging among 0,705 – 0,834( > 0,60), therefore bases rule composite reliability organization cultural variable, work condition, job employee and performance satisfaction is reliable. Coefficient Cronbach Alpha on Table, pointing out ranging point among 0,675- 0,748. Composite reliability and Cronbach Alpha are a reliabilities measurement among obstructs indicator of variable that forms it. Result composite reliability and Cronbach Alpha declared for good, if have greater point of 0,60. Measurement result composite reliability and Cronbach Alpha with program SmartPLS 2,0 pointed out in by Table. Evaluation hits validity and reliabilities is indicator that form latent variable as measurement convergent validity, discriminant validity, composite reliability and cronbach alpha, point out that the whole lot examination criterion pock reliabilities, so each variable is reliable.
1. Hypothesis testing

Hypothesis testing in observational it will thru do cultural variable influence examination organization and work condition to jobs satisfactory variable and employee performance as on following Image:

Affecting examination among variable deep model, can thru know coefficient path each cultural variable influence organization, work condition variable to jobs satisfactory variable and ala performance variable one fairy on following Table.

### Table 7 Organization Cultural influence and Work Condition To job satisfaction and Employee Performance

<table>
<thead>
<tr>
<th>Influence Among Variable</th>
<th>Path Coefisient</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organization culture (X₁) ? Performance (Y₂)</td>
<td>0.930</td>
<td>Having for positive</td>
</tr>
<tr>
<td>Work condition (X₁) ? Performance (Y₂)</td>
<td>0.435</td>
<td>Having for positive</td>
</tr>
<tr>
<td>Organization culture (X₂) ? Job satisfaction (Y₁)</td>
<td>0.734</td>
<td>Having for positive</td>
</tr>
<tr>
<td>Work condition (X₂) ? Job satisfaction (Y₁)</td>
<td>0.362</td>
<td>Having for positive</td>
</tr>
<tr>
<td>Job satisfaction (Y₁)  ? Performance (Y2)</td>
<td>0.701</td>
<td>Having for positive</td>
</tr>
</tbody>
</table>

**Organization cultural influence to performance:**

Table upon give that information culture organization to point out positive influence to performance where coefficient band that is pointed out as big as 0.930. Usufruct this examination points out that Hypothesis 1 (H₁) one that declares for that influential organization culture positive for performance to fire an employee gets to be proven.

**2. Work condition influence for performance to fire an employee:**

Work condition points out positive influence for performance to fire an employee. Table points out
in this result upon whereabouts coefficient band that is pointed out as big as 0,435. This examination points out that Hypothesis 2 (H2) one that declares for that positive influential work condition for performance to fire an employee gets to be proven. Its mean getting better work condition can increase employee performance.

3. Organization cultural influence to job satisfaction:
Table upon point out positive influential organization culture to job satisfaction, where is coefficient band points out as big as 0,734. Usufruct this examination gives meaning to accept Hypothesis 3 (H3) one that declares for that influential organization culture positive to job satisfaction can be proven. Usufruct this examination shows promise that organization cultural step-up gets to increase job satisfaction fires an employee RRI Denpasar.

4. Work condition influence to job satisfaction:
Work condition points out positive influence to job satisfaction. Table points out in this result upon, where is coefficient band that is pointed out as big as 0,362. This examination points out that Hypothesis 4 (H4) one that declares for that positive influential work condition to job satisfaction can be proven. Its mean getting better work condition can increase job satisfaction fires an employee RRI Denpasar.

5. Jobs satisfactory influence for performance To Fire an Employee
Table 5.16 point out positive influential job satisfactions to performances, where is coefficient points out as big as 0,701. Usufruct this testing was giving meaning accepts Hypothesis 5 (H5) one that declares for that positive influential job satisfaction for performance to fire an employee gets to be proven. Usufruct this examination shows promise that increases it job satisfaction can increase employee performance.

6. Variable examination Mediation
Mediation of examination among variable cultural organization for performance to fire an employee pass through job satisfaction and work condition variable influence to performance via satisfactory job, pointed out bases Table upon.

Table 8 Satisfactory Variable influence mediation job Variable Cultures Organization for performance To Fire an Employee and Work Condition

<table>
<thead>
<tr>
<th>Relationship Among Variable</th>
<th>Effect</th>
<th>Full scale Effect</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>direct X1? Y2</td>
<td>0,930</td>
<td>0,930</td>
<td>Direct effect&lt; indirect effect = full mediation</td>
</tr>
<tr>
<td>Indirect X1? Y1? Y2</td>
<td>0,734 x 0,701 = 0,514</td>
<td>0,930 + 0,514 = 1,444</td>
<td>Direct effect&lt; indirect effect = full mediation</td>
</tr>
<tr>
<td>direct X2? Y2</td>
<td>0,435</td>
<td>0,435</td>
<td>Direct effect&lt; indirect effect = full mediation</td>
</tr>
<tr>
<td>Indirect X2? Y1? Y2</td>
<td>0,362 X 0,701 = 0,253</td>
<td>0,435 + 0,253 = 0,688</td>
<td>Direct effect&lt; indirect effect = full mediation</td>
</tr>
</tbody>
</table>

For Performance to Fire an Employee
1. Jobs satisfactory role Mediating Influence Cultures Organization for Performance to Fire an Employee:
Satisfactory role examination job as mediator influence cultures organization for performance to fire an employee, done by compares among direct influence (direct effect) culture organization to performance fires an employee with indirect influence (indirect effect) organization cultural variable for performance to fire an employee pass through job satisfaction. Base this examination will get to know that personation job satisfaction mediation heaving full mediation), mediation is partial (partial mediation), or not as variable
mediation influence cultures for performance to fire an employee.

Base Table upon can be interposed that, culture organization to have positive direct influence for performance to fire an employee, where is band coefficient points out to assess as big as 0.930, meanwhile cultural indirect influence point organization for performance to fire an employee pass through job satisfaction is as big as 1.444 as be pointed out on Table upon. Base this finding, whereabouts totaled direct influence as big as 0.930 smaller of total indirect influences as big as 1.444; therefore gets to be concluded by job satisfaction gets role as mediator influence cultures organization for performance to fire an employee on RRI Denpasar.

2. Jobs satisfactory role Mediating Work Condition Influence For Performance to fire An Employee:
Satisfactory role examination job as mediator work condition for performance to fire an employee, done by compares among direct influence( direct effect ) work condition for performance to fire an employee with indirect influence( indirect effect ) work condition variable for performance to fire an employee pass through job satisfaction. Base this examination will get to know that personation job satisfaction mediation having full mediation, mediation is partial( partial mediation ), or not as variable mediation performance influence fires an employee.

Base Table 5.19, can be interposed that, culture organization to have positive direct influence for performance to fire an employee, whereabouts coefficient band points out to assess as big as 0.435. Indirect affecting point work condition for performance to fire an employee pass through job satisfaction is as big as 0.688 as are pointed out on Table 5.19. Base this finding, where total indirect influence as big as 0.688 greater of total direct influences as big as 0.435, therefore gets to be concluded by personation job satisfaction mediator work condition influence for performance to fire an employee on RRI Denpasar.

Observational Yielding Study:
Base data processing pickings upon, therefore gets to be interposed by observational pickings study for example: (1) influence culture organizations to performances, (2 ) work condition influence for performance to fire an employee, (3 ) influence culture organizations to job satisfactions, (4 ) work condition influence to job satisfactions, (5 ) job satisfactory influences to employees performance

3. Organization Cultural influence for Performance To fire An Employee.
Examination result hit organization culture influence for performance to fire an employee point out that ascendant positive to performance fires an employee on RRI Denpasar. Its mean, organization culture that all this time have

4. Organization Cultural influence to job satisfaction:
Examination hits organization culture influence to job satisfaction point out that influential organization culture positive to job satisfaction, this result pointed out by coefficient band that is pointed out as big as 0.734. Usufruct this examination points out that organization cultural step-up gets to increase RRI Denpasar's employee satisfaction. This observational result in line with research result that did by Zahara (2010) one that cultures positive ascendant organization to job satisfaction. Observational result that analogously also found by Harlie (2010) declaring for organization culture positive to job satisfaction.

5. Environmental influence job satisfaction:
Examination hits work condition influence to job satisfaction point out that positive influential work condition to job satisfaction fires an employee RRI Denpasar, this result pointed out by coefficient band that is pointed out as big as 0.362. Usufruct this examination points out that getting better work condition therefore will increase job satisfaction fires an employee RRI Denpasar. This observational result in line with research result that did by Destia (2011) declaring for positive influential work condition to job satisfaction.

6. Jobs satisfactory influence to Performance:
Examination hits job satisfaction influence to performance point out that positive influential job satisfaction for performance to fire an employee RRI Denpasar, this result pointed out by coefficient band that is pointed out as big as 0.701. Usufruct this examination points out that jobs satisfactory step-up get to increase RRI Denpasar's employee
performance. This observational result in line with research result that did by Halie (2010) one that declare for positive influential job satisfaction to performance. Zahara's observational result (2012) also find positive influential job satisfaction to performance.

6. Mediation Variable Test:

a. Jobs satisfactory role Influence Cultures Organization for Performance To Fire An Employee Culture organization to have positive direct influence for performance to fire an employee, where is band coefficient points out to assess as big as 0.930, meanwhile cultural indirect influence point organization for performance to fire an employee pass through job satisfaction is as big as 1.444. Base this finding, whereabouts totaled direct influence as big as 0, 930 smaller of total indirect influences as big as 1,444; therefore gets to be concluded by personation job satisfaction mediator influence cultures organization for performance to fire an employee on RRI Denpasar.

Jobs satisfactory role Mediating Work Condition Influence for Performance to Fire an Employee:

Work condition has positive direct influence for performance to fire an employee, whereabouts Coefficient band points out to assess as big as 0,435. Indirect affecting point work condition for performance to fire an employee pass through job satisfaction is as big as 0,688 base this finding, where total indirect influence as big as 0,688 greater of total direct influences as big as 0,435, therefore gets to be concluded by personation job satisfaction mediator work condition influence for performance to fire an employee on RRI Denpasar.

V Conclusions:

Base background, problem formulation, to the effect research, and examination result already been described on previous chapter, therefore gets to be pulled by follows.

1) Influential organization culture positive and significant for performance to fire an employee RRI Denpasar, its mean getting better work condition can increase RRI Denpasar's employee performance.

3) Influential organization culture positive and significant to job satisfaction fires an employee RRI Denpasar, its mean is increasing cultures organization can increase job satisfaction fires an employee RRI Denpasar.

4) Positive influential work condition and significant RRI Denpasar's job satisfaction, its mean getting better work condition can increase job satisfaction fires an employee RRI Denpasar.

5) Positive influential job satisfaction and significant for performance to fire an employee RRI Denpasar, its mean gets worked up job satisfaction can increase RRI Denpasar's employee performance.

Reference:

5. Destia, 2011. Pengaruh kepemimpinan, motivasi, disiplin terhadap kinerja pegawai di koperasi Bangka Belitung