Organisational on Employee Performance Dimedication Satisfaction Work Vacuum Operating Adat Kerobokankuta Utarakabadung

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Abstract:
This study aims to examine and analyze the influence of Organizational Culture and Organizational Commitment to Job Satisfaction and Employee Performance as a result of the gap of previous research results (research gap) and differences of focus on organizational culture and Organizational Commitment to Job Satisfaction and Employee Performance. This research was conducted at Koperasi Desa Adat Kerobokan Kuta Utara Badung with population and research sample of all employees as many as 60 people. All data obtained from the kuisiner distribution is feasible to be used, then analyzed using a variance based structural equation model known as Partial Least Square (PLS) analysis. The result of research shows that (1) Organizational Culture has positive and significant influence to Job Satisfaction, (2) Organizational Culture has positive and significant influence Employee Performance, (3) Organizational Commitment have positive and significant influence to Job Satisfaction (4) Organizational Commitment have positive and significant on Employee Performance, (5) Job Satisfaction mediates the influence of organizational culture and Organizational Commitment on Employee Performance. The implications of this research that Job Satisfaction and Performance can be applied with respect to Organizational Culture and Organizational Commitment. Employee performance is increasing, job satisfaction is increasing and it can all be improved by taking into account Organizational Culture and Organizational Commitment.

Keywords: Culture, Organizational Commitment. Satisfaction and Employee Performance

1. Introduction:
In the era of globalization economic conditions experienced significant progress. Rapid and ongoing environmental changes. This progress is characterized by sophisticated technology created to impact the pace of the world's rapidly growing economy. If a company wants to survive and thrive in a tight competition, the company must improve the efficiency and productivity of its resources including its human resources and management system (Vipraprastha, Sudja, Yuesti, 2018).

Human resources is one of the resources that determine the success or failure of an organization. Unlike other organizational resources, human...
resources are a factor of production that has a dominant influence over other production factors such as machinery, capital and materials. Therefore, the organization is required to manage the human resources that are owned well for the sake of survival and progress of the organization. Thus the success in the operational process of the organization is determined by the quality of human resources in this case is the employee (Vipraprastha, Sudja, Yuesti, 2018).

Employee contribution to the organization is very dominant, because employees are producers of work for the organization. This means that every job in the organization is always implemented by the employee. The success or failure of an organization is determined by the human element that does the work so that there is a need for compensation for the employees in accordance with the nature and circumstances. An employee needs to be well-treated to keep employees motivated in their work. Therefore, organizations are required to treat employees well and view them as human beings who have both material and non-material needs. The organization also needs to know, realize and strive to meet the needs of employees, so that employees work in accordance with the expectations of the organization (Darmawan, 2007).

On the other hand, employees as the motors of the organization are required to work more committed to be able to face competition, and to maintain the existence of the organization. According to Hasibuan (1999), organizations not only expect capable, skilled and skilled employees, but more importantly they are willing to work hard and desire to achieve optimal results. The abilities, skills, and skills of employees are meaningless to the organization if they are unwilling to work hard using the capabilities, and skills possessed. Highly committed employees the work will be more quickly completed, the damage can be reduced, attendance can be minimized, complaints and warnings can be avoided and strikes can be eliminated. So with the commitment and passion of work high among employees will cause the pleasure of employees in carrying out duties and work. Herlina (1998) says that a number of companies to achieve sustainable advantages no longer rely on technology, patents, or strategic positions, but rather emphasize how companies manage their existing workforce resources. The management of labor based on a philosophy that recognizes only the importance of efficiency and effectiveness alone is not sufficient but must recognize the importance of the value of employees as individuals. Because one of the key elements in an organization is the willingness and willingness of members or employees to give some real effort to the system of cooperation within the organization.

The availability of human resources capable of responding to various challenges is not only a nation's need, but in a smaller scope it also becomes an organization's need, both government and enterprise. Therefore, there should be awareness of each entity to develop the quality of human resources owned, in order to remain able to work and contribute to the nation in general and to the organization or company in particular.

In this regard, the role of human resources is very important. Because at present however sophisticated technology owned companies and operating costs are adequate, but if not supported by competent human resources, then the work will not be satisfactory as expected by the management. Human resources are the key factors that determine the success of an organization's goals. Therefore, human resources must receive special attention so that they really do the job well and achieve a good performance as well as expected by the management company. As said by Moeljono (2003) that in order to improve the performance required professional human resources and good organizational culture. Kotler and Hasket (1997) stated that if organizational culture is well managed it can improve performance.

But in contrast, if mismanagement of resources, especially human resources, will create conflicts that can ultimately lead to workers' strikes. This happens will lead to decreased productivity, efficiency and effectiveness in the organization of both manufacturing and service companies. This conflict usually occurs due to an unfavorable organizational culture (Asfair, 1994). Besides the factors of job satisfaction, organizational commitment is a factor causing the low productivity of companies in Indonesia (Nitismeito, 1992).

A competent employee is demonstrated by achieving high employee performance. If the company has high performing employees, it will be able to encourage the company to make efficiency

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in the end become a competitive company. Companies that efficiency will ultimately have competitiveness in the field, so that the company is able to survive and even grow and develop. High performance employees are closely related to high levels of job satisfaction. As the findings of Samsi (2006) shows there is a significant relationship and positive influence of employee job satisfaction on employee performance. Similarly, Warsono (2004) research results indicate that job satisfaction has a direct significant effect on employee performance.

In line with that, the company should pay attention to employee job satisfaction involved in the company's operations. Job satisfaction issues are closely related to the physical and non-physical working environment issues that exist around the daily worker's existence. Physical work environment concerning individual relations of workers with physical components in work such as work equipment, workplace, and fulfillment of physical needs of work, and other physical aspects. While the psychosocial environment concerns the individual relations of workers with social components, such as cooperation with co-workers, relationships with superiors, job involvement and work pride and others. Job satisfaction is also a condition that is needed by a person in doing his job, because if his work is able to bring a sense of satisfaction, then the employees will do a good job and the work will also be good too. Robbins (2001), theoretically there are three reasons why job satisfaction is important in organizational life. First, an insatiable employee is more likely to miss working and more likely to resign. Second, satisfied employees have better health and a longer life. Third, job satisfaction is brought to life outside of work.

The research concerning job satisfaction with performance is done by Sarmiento et al. (2007). The results showed that there is a positive and significant influence between job satisfaction on performance. Pushpakumari (2008) research results show that job satisfaction has a positive effect on employee performance. Furthermore, Dizgah et al. (2012) research results show there is a positive relationship between job satisfaction with employee performance.

In addition to job satisfaction factors, organizational culture factors also have an important role in relationship with employee performance. Understanding decision making on corporate organizational culture is a must. This is due to corporate culture as a tool to achieve the goal by questioning the values like what the company needs to be always conducive and competitive. Even as explained by Wawan and Nugroho (2001) that a healthy company but not having a conducive organizational culture, the health of the company will not last long. Because such a company means harboring or delaying the conflicts of its employees. Sooner or later if there are protests, strikes or the like the company will turn into unhealthy even can go bankrupt / bankruptcy. Thus it is clear that corporate goals will not be achieved without approach through organizational culture (Gibson et al., 1997). Organizational culture has a very strategic role to the success of an organization, for example to build long-term organizational performance as a means for members of the organization to meet the needs and achieve its goals. The extent to which culture affects organizational effectiveness can be known by looking at the strong or weak organizational culture. Robbins (2003) argues that organizations with a weak culture of individuals in it do not have the readiness for a change. If the components in the organization are not able to adjust to change, then this can hamper the growth and development of the organization, which further impact on the effectiveness of the organization. Ernawan (2011) states that the success or failure of an organization in carrying out its operation is determined by the organizational culture.

Therefore, the importance of managing organizational culture effectively becomes a source of competitive advantage (Azis, 2006). But the strategic role of organizational culture is poorly understood and understood by most organizations in Indonesia, especially owners and management and employees who are trusted to manage the organization. Recent bankruptcies and employment issues such as conflicts between owners, management with employees, demonstration actions, strikes by employees and management who are unaware of employee wages and termination of employment by the management. It illustrates the inadequacy of organizations and employees in formulating and implementing organizational culture values. Indispensable understanding of organizational culture by the internal parties in order to create motivation, improving employee
performance (Ghani, 2006). Furthermore, Moejono (2003) said to improve the organization's performance required professional human resources and strong organizational culture.

Experts point to serious concerns about the linkage between organizational culture and performance. As elaborated by Thoyib (2005) that the behavior of individual members of the organization in the effort to implement the work program has been agreed or embodied will bring or create their performance. Furthermore, Thoyib explained that high employee performance shows that what employees do has been in accordance with the basic assumptions of the organization. This explanation confirms that culture has a strong impact on improving the organization's work performance.

Empirical research on organizational culture and performance is done by Ojo (2009), whose research concludes that organizational culture has a positive effect on employee performance. Ebtesbam et al. (2011) research indicates that organizational culture is significant and positive affecting the performance of practical management. Ahmad (2012) his research shows that organizational culture has a positive effect on the performance of practical management.

While other research by Raka (2003) one of his research results stated that there is no direct influence of organizational culture on organizational performance. The influence of these two variables will only occur when mediated by employee behavior. Similarly with Ghani (2006) one of his research results concluded that organizational culture has a positive and insignificant effect on employee performance.

Another factor that also affects performance is organizational commitment. Robbins (2006) organizational commitment is one of the working attitudes in which a person will reflect on his or her likes or dislikes of the organization in which he works. Luthans (2006) states that organizational commitment is: 1) a strong desire to remain a member of a particular organization, 2) a desire to strive according to the wishes of the organization, 3) certain beliefs and acceptance of organizational values and goals. This is an attitude that reflects the employee's loyalty to the organization and the ongoing process where members of the organization express their concern for the organization and its continued success and progress. The point is that employee commitment and organizational commitment are needed to boost job performance, as commitment is a relative strength of the identification of the individual and his involvement with the organization. In addition, commitment can help encourage work performance, as commitment is a strong belief in the acceptance of organizational goals and values, willingness to exert its business on behalf of the organization and a strong desire to stay with the organization.

The results of research on organizational commitment with employee performance performed by Rashid et al. (2003) one of the results of the study concluded that organizational commitment has a significant effect on financial performance (profitability measure) of the organization. Research Khan et al (2010) research results show a positive relationship and employee performance. Paik et al (2007) one of the research results stated that organizational commitment is positively related to work performance. In addition, research Supriyono (2006) one of the research results stated that organizational commitment has a positive and statistically significant effect on the performance of managers. As well as Khyzer (2011) his research shows that employee commitment has a positive impact on performance. While the research Kalleberg and Marsden in Yousef (2000) research results stated that there is a relationship between the organization's commitment to work performance. Further research Leong et al in Yousef (2000) research results found a weak correlation between commitments organization with work performance. As well as Wright's research, T. A. in Yousef (2000) the results of the study found a negative correlation between organizational commitment and work performance.

The results of previous research have proved that organizational culture factor, organizational commitment and job satisfaction partially have an effect on to performance. But the results of the research the researchers above there are still differences. Starting from empirical study which shows there are differences of research results between one research with other research as well as empirical research is generally examined the direct relationship between each independent variable with performance. While in this study intends to fill the research gap so as to complete the previous
research by including job satisfaction variable as a mediation variable that connects the influence of organizational culture on employee performance and the influence of organizational commitment to employee performance.

Based on the above, this research is carried out by taking the title of the influence of job satisfaction and organizational culture mediated organizational commitment to the performance of employees at Koperasi Desa Adat Kerobokan Kuta Utara Badung.

Based on the above description then the main problem in this research as follows.

1) Does the organizational culture affect the performance of employees at Koperasi Desa Adat Kerobokan Kuta Utara Badung?
2) Does the organizational commitment affect the performance of employees at Koperasi Desa Adat Kerobokan Kuta Utara Badung?
3) Does the culture of the organization have an effect on the work of the employees of Koperasi Desa Adat Kerobokan Kuta Utara Badung?
4) Does the organizational commitment affect the job satisfaction Koperasi Desa Adat Kerobokan Kuta Utara Badung?
5) Does the job satisfaction affect the performance of Koperasi Desa Adat Kerobokan Kuta North Badung?

2. Literature Review:

2.1. Understanding Employee Performance:

Performance of the employee is to do the job more actively so that work can be expected faster and better (Nitisemito, 2000: 96). According Moekijat (2001: 131) employee performance is the ability of a group of people to work together with enterprising and consequent in pursuit of a goal. Simamora (2006: 175) states the factors that affect the performance are: 1) Individual factors include: perception, attitude, personality, learning and motivation. 2) Company factors include: resources, leadership, rewards, structure and job design. Performance can also be defined as achievements achieved by a person in performing his duties or work in accordance with the standards and criteria established for the job (Rivai, 2005: 17). Can be explained that the performance of employees is the ability of a group of people to cooperate with the enterprising and consequent in pursuit of a goal.

2.2. Understanding Organizational Culture:

Deal and Kennedy (1982) describe organizational culture as the dominant value embraced by organizations, Kotter and Heskett (1997) suggests organizational culture is a pattern of behavior or style that encourages new members to follow. Frost et al. (1985) suggests the importance of organizational culture for members of the organization because it involves symbols, rituals, myths, stories and legends about the interpretation of events, ideas and experiences that are influenced and shaped by groups of people in which they interact.

Hofstede (2001) defines culture as a pattern of thoughts, feelings, and actions of a social group, which distinguishes it from other social groups. Siagian (2009) provides the definition of organizational culture refers to a system of shared meanings embraced by members of the organization that differentiate the company from other companies. It is also argued that organizational culture is one of the important variables for a leader because the culture of the organization reflects the values that are recognized and the guidelines for the members of the organization. Robbins and Judge (2009) define organizational culture as a shared perception shared by members of the organization and become a system of shared meanings. Schein (2004) chose a definition that could explain how a culture evolves, how the culture becomes what it is today, or how culture can be altered if organizational survival is at stake. Schein (2004) provides the definition that organizational culture is:

2.3. Understanding job satisfaction:

Locke in Luthan (2006: 243) provides a comprehensive definition of job satisfaction that includes cognitive, affective, evaluative and cognitive reactions or attitudes and states that job satisfaction is a happy emotional state or positive emotion derived from a job assessment or a person's work experience. Job satisfaction is a set of employee feelings about whether or not their work is fun (Davis 1990: 105). Job satisfaction indicates the suitability between a person's expectations and the rewards provided by the job, so job satisfaction is also closely related to the theory of justice, psychological agreement, and motivation.
is satisfied or dissatisfied with his work, so many theories about job satisfaction have been triggered by scientists. Here are some popular theories and are often used as a reference.

2.4. Understanding organizational commitment:

One of the factors influencing organizational performance is organizational commitment. Robbins and Judge (2007) define organizational commitment as a situation in which an employee sides with a particular organization and its goals and wants to maintain its membership within the organization. His involvement with high work means that an individual has engaged himself in organizational activity, while organizational commitment which means that employee alignments to the organization in real terms will be able to improve the performance of the organization.

Steers and Kuntjoro (2002) define organizational commitment as a sense of identification (trustworthiness of organizational values), involvement (willingness to do the best possible for the organization) and loyalty (the desire to remain a member of the organization concerned) declared by an employee against organization. Steers (in Sopiah, 2008) argues that organizational commitment is a condition in which employees are very interested in the goals, values, and objectives of the organization. Commitment to the organization means more than just formal membership, as it includes an attitude of liking to the organization and a willingness to strive for a high level of effort for the organization's interest for the achievement of the goal. Commitment to the organization means more than just formal membership, as it includes an attitude of liking to the organization and a willingness to strive for a high level of effort for the organization's interest for the achievement of the goal.

3. Research Methods:

3.1. Research design:
The study design is a framework or plan to conduct a study that will be used as a guide in collecting and analyzing data. The study design is the plan of the research structure that directs the process and the results of research to be valid, objective, efficient, and effective.

3.2 Research Sites:

This research was conducted at Koperasi Desa Adat Kerobokan Kuta Utara Badung which is one of the cooperatives in Badung regency. Selection of Cooperatives in Badung District became the object in this study.

3.3. The scope of research:
The scope in the study refers to the research conceptual researcher. Therefore, there are three groups of variables (seen from the nature of the influence of one variable's interaction with other variables), exogenous (free), endogenous (bound).

4. Result and Discussion:

Discriminant Validity Calculation Result:
The discriminant validity calculation shows that the average root coefficient of variance extracted (\( \sqrt{AVE} \)) of each variable is greater than the correlation coefficient between the variables in the model, it can be said that the indicators in the variable have a good discriminant validity. This means that the value of \( \sqrt{AVE} \) for Organizational Culture variable and organizational commitment is greater than the correlation coefficient with other variables.

<table>
<thead>
<tr>
<th>Variabel</th>
<th>(\sqrt{AVE}^*)</th>
<th>Koefesien Korelasi</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>X1</td>
<td>X2</td>
</tr>
<tr>
<td>Organization Culture (X1)</td>
<td>0,462</td>
<td></td>
</tr>
<tr>
<td>Organization Commitment (X2)</td>
<td>0,880</td>
<td>0,947</td>
</tr>
<tr>
<td>Job Satisfaction(Y1)</td>
<td>0,456</td>
<td>0,900</td>
</tr>
<tr>
<td>Employee Performance (Y2)</td>
<td>0,481</td>
<td>0,960</td>
</tr>
</tbody>
</table>
Evaluation of Structural Model (Inner Model):

Measurement of structural model (inner model) is done with 2 (two) approach that is using Q Square Predictive Relevance (Q2) and Goodness of Fit (GoF). The calculation of Q2 uses the coefficient R2, whereas the calculation of GoF uses R2 and Communality. The results of R2 and Communality calculations are shown in Figure 5.1, following.

![Figure 5.2 Structural Model (Inner Model)](image)

The structural model is evaluated by taking into account the Q² predictive relevance model which measures how well the observed values are generated by the model. Q² based on the coefficient of determination of all dependent variables. The quantity Q2 has a value with the range 0 <Q² <1, the closer to the value of 1 means the model the better.

In this structural model there are two endogenous (dependent) variables, namely: Job Satisfaction (Y₁) and employee performance (Y₂). The coefficient of determination (R²) of each dependent variable can be presented in the following table.

### Table 2 Evaluation Result of Goodness of Fit

<table>
<thead>
<tr>
<th>Structural Model</th>
<th>Dependent variable</th>
<th>R-square</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Job satisfaction (Y₁)</td>
<td>0.843</td>
</tr>
<tr>
<td>2</td>
<td>Employee performance (Y₂)</td>
<td>0.946</td>
</tr>
</tbody>
</table>

Estimate :

\[
Q^2 = 1 - [(1 - R_1^2) (1 - R_2^2)]
\]

\[
Q^2 = 1 - [(0.843) (0.946)] = 0.991
\]

Source: Source: Data is processed
Based on the above table, the result of structural model evaluation obtained value of Q2 is 0.991. Thus, the results of this evaluation provide evidence that the structural model has a goodness of fit model. These results can be interpreted that the information contained in the data is 99.1 percent can be explained by the model, while the remaining 0.9 percent is explained by errors and other variables that have not been included in the model.

### 3.5 Direct Effect Testing

The result of the path coefficient validation test on each path for direct effect and effect can be presented in the following table.

<table>
<thead>
<tr>
<th>No</th>
<th>Relationship Between Variables</th>
<th>Path (Bootstrapping)</th>
<th>T-Statistic</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Organizational Culture</strong> (X1) → <strong>Job satisfaction</strong> (X2)</td>
<td>0.414</td>
<td>2.061</td>
</tr>
<tr>
<td>2</td>
<td><strong>Organizational commitment</strong> (X1) → <strong>Job satisfaction</strong> (X2)</td>
<td>0.519</td>
<td>3.132</td>
</tr>
<tr>
<td>3</td>
<td><strong>Organizational Culture</strong> (X1) → <strong>Employee performance</strong> (Y2)</td>
<td>0.851</td>
<td>6.946</td>
</tr>
<tr>
<td>4</td>
<td><strong>Organizational commitment</strong> (X2) → <strong>Job satisfaction</strong> (Y1)</td>
<td>0.435</td>
<td>3.371</td>
</tr>
<tr>
<td>5</td>
<td><strong>Organizational commitment</strong> (X2) → <strong>Employee performance</strong> (Y2)</td>
<td>0.335</td>
<td>3.724</td>
</tr>
</tbody>
</table>

Information from the table above, it can be determined the results of hypothesis testing described in the following description:

1) Organizational Culture (X1) proved to have a positive and significant effect on Job Satisfaction (Y1). This result is shown by the positive path coefficient of 0.414 with T-statistic = 2.067 (T-statistic> 1.96), so hypothesis-1 (H1): Organizational Culture positively affect the job satisfaction can be proven. The results obtained can be interpreted that the better Organizational Culture treated in a company, it can improve employee job satisfaction.

2) Organizational Commitment (X2) has a positive and significant effect on Job Satisfaction (Y1). This result is shown by a positive path coefficient of 0.519 with T-statistic = 3.132 (T-statistic> 1.96). These results indicate that hypothesis-2 (H2): Organizational Commitment (X2) has a positive effect on Employee Satisfaction proven empirically. Based on these results can be stated that the more committed employees are treated in a company, it can increase employee job satisfaction.

3) Organizational Culture (X1) proved to have positive and significant impact on Employee Performance (Y2). This result is shown by a positive path coefficient of 0.851 with T-statistic = 6.946 (T-statistic> 1.96), so hypothesis-1 (H1): Organizational Culture positively affect employee performance can be proven. The results obtained can be interpreted that the better Organizational Culture treated in a company, it can improve the employee's performance.

4) Organizational Commitment (X2) has a positive and significant effect on employee performance (Y2). These results are shown by a positive path coefficient of 0.445 with T-statistic = 6.494 (T-statistic> 1.96). These results show that hypothesis-2 (H2): Organizational Commitment (X1) has a positive effect on empirically proven employee performance. Based on these results can be stated that the better the organizational
commitment organizational treated in a company, it can improve employee performance.

5) Job Satisfaction (Y1) has a positive and significant effect on employee performance (Y2). This result is shown by a positive value coefficient of 0.335 with T-statistic = 3.724 (T-statistic> 1.96). This result indicates that hypothesis-3 (H3): Satisfaction Satisfaction positive and significant effect on employee performance can be proven. In accordance with these results can be stated that the more employee job satisfaction in work, then able to improve employee performance. Based on the results of the analysis can be presented images of research models in accordance with the analysis of PLS as follows:

![Figure 5.2 Full Model (PLS Bootstrapping)](image)

**IV Discussion:**

Based on the results of analysis and discussion that has been done in this study, it can be concluded as follows:

1) **The influence of Organizational Culture on Job Satisfaction:**

The result of hypothesis testing shows that Organizational Culture (X1) has a positive and significant effect on job satisfaction. This result gives meaning that the better organizational culture given by the company to the employee hence the satisfaction of the employee the better. The findings of this study illustrate that Organizational Culture can increase job satisfaction as reflected by relationships with superiors and colleagues, work environment, educational and training opportunities, and benefits. The results of this study support the results of research Taurisa (2012).

This research uses quantitative method by processing primary data and get phenomenon about the problem. In line with the above research, Tahitha and Harjani (2015) research that organizational culture has a positive and significant impact on employee job satisfaction.
The results of this study support the results of research Taurisa (2012). This research uses quantitative method by processing primary data and get phenomenon about the problem. On that basis it can be said that organizational culture has a positive and significant impact on employee performance. In line with the above research, research Satriani and Sary (2015) that organizational culture have a positive and significant impact on employee performance. In line with the above research, research Satriani and Sary (2015) that organizational culture have a positive and significant impact on employee performance.

3) The Influence of Organizational Commitment to Job Satisfaction:

The results of this study support the results of the study found Baihaqi (2010). This research uses quantitative method by processing data with SPSS to get result against phenomenon about the problem. On the basis of it can be said that organizational commitment has a positive and significant impact on employee satisfaction.

In line with the above research, Nuradini and Latarnya research (2014) stating that organizational commitment has a positive and significant impact on employee job satisfaction.

4) The Influence of Organizational Commitment to Employee Performance:

The results of this study support the results of research Taurisa (2012). This research uses quantitative method by processing primary data and get phenomenon about the problem. Based on it can be said that organizational culture has a positive and significant impact on employee performance. In line with the above research, Nuradini and Latarnya research (2014) which states that organizational commitment has a positive and significant impact on employee performance.

5) The Influence of Work Satisfaction Mediation on Employee Performance:

The results of this study support the results of the study Tabitha and Harjanti (2015). This research uses quantitative method by processing PLS data and get analysis result about the problem. On that basis it can be said that job satisfaction mediating influence of organizational culture on employee performance. In line with the above research, research Ariani (2016) that organizational culture affect performance with job satisfaction as a culprit.

V. Conclusion:

Organizational Culture (X1) has a positive and significant effect on job satisfaction.
Organizational culture have a positive and significant impact on employee performance.
Organizational commitment has a positive and significant impact on employee performance.
Organizational commitment has a positive and significant impact on employee performance.
Organizational culture affect performance with job satisfaction as a culprit.

Recommendation

Some suggestions that can be given related to the results of this study, among others, to the Management Party of Kerobokan Traditional Village Cooperatives.

In optimizing the implementation of employee performance, the manager of Koperasi Desa Kerat Badung should be more concerned about organizational culture to improve employee job satisfaction. Therefore, it is necessary to make some effort in building job satisfaction. The above efforts can be done by the company to lead to increased job satisfaction and employee performance.

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