the Department of Manpower and Transmigration of West Sumatra Province . In this preliminary test r $_{table}$ *Product Moment* N30 used is 0.361.

Based on the validity test in the table above, it can be seen that all statements consisting of (10 and 15 instruments) measuring the variables of organizational culture, motivation, emotional intelligence, and employee work productivity have a *Pearson correlation value* above the significant level of 0.05 in the score r. $_{table}$ 0.361. here rxy (r results) for each item can be seen in the *Corrected Item* Total *Correlation column* . In decision making, if rxy is positive and rxy > r table, then the variable is valid. All of the rxy variables are positive (rxy > 0.361), so all are declared valid.

b. Reliability Test

Reliability is the level of ability of a research instrument to be able to measure a variable repeatedly and to be able to produce the same or slightly varied information or data. In other words, the instrument is able to show accuracy, stability and consistency in producing data from the measured variables. The reliability testing technique uses *Cronbach's alpha coefficient* greater than 0.6 then the item is declared reliable. An alpha coefficient of less than 0.6 indicates poor reliability, a number around 0.7 indicates acceptable reliability and a number above 0.8 indicates good reliability. For the reliability test, the following formula is used, Sugiyono, (2017:38):

$$r_{11} = \left[\frac{k}{k-1}\right]\left[1 - \frac{\sum \sigma b^2}{\sigma 1^2}\right]$$

r_{11} = instrument reliability
k = number of questions
$\sum \sigma b^2$ = number of item variants
$\sigma 1_2$ = total variance

Significance test was performed using a limit of 0.6. if the reliability is greater than 0.6, it means that the variable is said to be reliable .

After testing the validity with the N30 test sample , the reliability test was carried out in where this test is only carried out on valid items, which are obtained through a validity test with a preliminary test sample of N30 . From the results of validity testing, it can be seen that all variables are valid. This is because because everything has a value r $_{xy}$ > r $_{table}$ and positive.

Classic assumption test

A regression model is said to be linear and must go through a classical assumption test consisting of a normality test, a linearity test, a multicollinearity test and a heteroscedasticity test. In the following, the classical assumption test will be carried out on the regression model as follows:

Residual Data Normality Test

Normality test is a test of whether the data distribution is normal or not. This test is one of the classical assumptions put forward by Kolmogorov-Smirnov in the use of regression analysis that the data distribution must be normal. Based on data management in the S PSS 22.0 program, it can be seen that the data is normally distributed because sig > 0.05.

Table 3
Residual Data Normality Test

Variable	Kolmogorov-Smirnov	Sig. (2 tails)	Information
Unstandardized Residual	0.000000	0.676	normal

Source: SPSS 22.0 and processed primary data

From the table above, the Kolmogorov-Smirnov value is 0.0 000000 and significant is 0.676 . This means that Ha is accepted because the results are significant (0, 676 > 0.05) so that the residual data are normally distributed.

Multicollinearity Test

The multicollinearity test aims to test whether there is a correlation between the *independent variables in the regression model* . A good regression model should not have a correlation between the independent variables. If the independent variables are correlated with each other, then the variables are not orthogonal. Orthogonal variables are independent variables whose correlation values between independent variables are equal to zero (Ghozali, 20 15:160). The way to detect the presence or absence of multicollinearity in the regression model is through the value of *tolerance* and *variance inflation factor* (VIF). These two measures indicate which of each independent variable is explained by the other independent variables. In a simple sense, each independent variable becomes the dependent variable and is regressed to other independent variables. The *cut-off value* that is commonly used to indicate the presence of multicollinearity is the tolerance value > 0.10 or the same as the VIF value < 10. The results of the multicolonearity test can be seen in the following table.

Table 4
Multicollinearity Test

Independent Variable	Tolerance	VIF
Organizational Culture (X1)	0.234	2,281
Motivation (X2)	0.402	3,342
Emotional Intelligence (X3)	0.634	4,269

Source: SPSS 22.0 and processed primary data

Based on the table above, it can be seen that the independent variables in this study were declared free from multicollinearity. This is evidenced by the obtaining of *tolerance values* for the independent variables (X1) , (X2), and (X3) greater than 0.10 and the VIF value (*variance inflation factor*) less than 10.

Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. If the variance of the residual from one observation to another observation remains, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is one with homoscedasticity or no heteroscedasticity. To detect the presence or absence of heteroscedasticity, it can be done by looking at the Graph Plott (*Scatter plot*). If there is no clear pattern, such as the point spread and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity.

Multiple Linear Regression Test

1. Multiple Linear Regression Equation Analysis

Multiple regression analysis was used to measure the influence between organizational culture variables (X_1) motivation (X_2) and emotional intelligence (X_3) on employee work productivity (Y) . The detailed explanation is as explained below .

Table 5
Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.453	3.923		1.900	.060		
	Budaya_Organisasi	.088	.133	.094	2.659	.005	.234	2.281
	Motivasi	.180	.142	.289	3.815	.021	.402	3.342

Intelligence_Emotion al	.679	.155	.624	4.391	.000	. 6 34	4.2 69

a. Dependent Variable: Work Productivity_Employee

b. Predictors: (constant), ORGANIZATIONAL_CULTURE, MOTIVATION, EMOTIONAL_INTELLIGENCE

Source: SPSS 22.0 data and processed primary data

Based on the calculation results (attached) it can be seen that the regression equation obtained is as follows :

$= 7{,}453 + 0.088\ X_1 + 0.180\ X2 + \_\ 0.679\ X_3$

Where:

= Productivity Employee Work

X_1 = Organizational culture

X_2 = Motivation

X_3 = Emotional intelligence

The equation means:

1. A constant of 7.453 means organizational culture (X_1) , motivation (X_2) and emotional intelligence (X_3) the value is fixed (0) , then the employee 's work productivity (Y) is 7,453.
2. Variable regression coefficient organizational culture (X_1) is 0.088. That is, if the other independent variables have a fixed value and organizational culture experienced an increase of 1 unit , the employee 's work productivity (Y) will increase by 0, 0 88, the coefficient is positive, meaning that there is a positive relationship between organizational culture with employee work productivity , increasing organizational culture This will increase employee productivity , and vice versa.
3. motivation variable ($X2_{\ )}$ is 0.180 . This means that if the other independent variables have a fixed value and motivation has increased by 1 unit , then the employee's work productivity (Y) will increase by 0.180 . The coefficient is positive, meaning that there is a positive relationship between motivation . With employee work productivity , the more motivation increases , the more employee work productivity increases , and vice versa.
4. Variable regression coefficient to emotional intelligence (X_3) is 0.679. That is, if the other independent variables have a fixed value and emotional intelligence experienced an increase of 1 unit , the employee's work productivity (Y) will increase by 0.679, the coefficient is positive , meaning that there is a positive relationship between emotional intelligence with employee work productivity , the more emotional intelligence increases , the more employee work productivity increases , and vice versa.

T test (Partial Test)

Table 6
Partial Test (t Test)

Independent Variable	t count	t table	Significance
Organizational Culture (X1)	2,659	1,658	0.005
Motivation (X2)	3.815	1.65 8	0.021
Emotional Intelligence (X3)	4.391	1,658	0.000

Source: SPSS 22.0 and processed primary data

The t test is intended to test the significant effect of the independent and dependent variables partially. Where this test compares the significant probability with alpha 0.05 with degrees of freedom (df) nk-1, namely 118-3-1 = 114 (n is the number of respondents and k is

the number of independent variables) so that the results obtained can be seen t $_{tabel}$ is 1.6 5787.

The t test is intended to test the significant effect of the independent and dependent variables partially. Where this test compares the significant probability with an alpha of 0.05. From the results of this test, if the probability is significantly less than alpha 0.05, then Ho is rejected and Ha is accepted, meaning that there is an effect and if the probability is significantly less than alpha 0.05, Ho is rejected and Ha is accepted , meaning there is no effect .

1. The Influence of Organizational Culture (X $_1$) on Employee Work Productivity (Y)

From table 1.22 above, it can be seen that the organizational culture variable with a t value $_{of}$ greater than t $_{table}$ (2.659> 1.65 8) with $_a$ significantly smaller level of alpha (0.005 < 0.05), then Ho is rejected and Ha is accepted . This means that partially organizational culture (X1) has $_a$ significant effect on employee work productivity (Y). Therefore the first hypothesis which states " partially organizational culture " has a significant effect on the work productivity of employees at the Department of Manpower and Transmigration of **West *Sumatra Province*** .

Motivation (X $_2$) on Employee Work Productivity (Y)

From table 1.22 above, it can be seen that the motivation variable with a t value $_{of}$ greater than t $_{table}$ (3 , 815 > 1.65 8) with $_a$ significantly smaller level of alpha (0.021 < 0.05), then Ho is rejected and Ha is accepted. That is, partially motivation (X1) has $_a$ significant effect on employee work productivity (Y). Therefore the first hypothesis which states "partial motivation" has a significant effect on the work productivity of employees at the Department of Manpower and Transmigration of **West *Sumatra Province*** .

3. Effect of Emotional Intelligence (X $_3$) on Employee Work Productivity (Y)

From table 1.22 above, it can be seen that the variable for emotional intelligence with a t- $_{count\ value}$ greater than t - $_{table}$ (4, 391 > 1.65 8) with a significant level less than alpha (0.000 <0.05), then Ho is rejected and H $_a$ accepted. That is, partially there is a positive and significant influence between emotional intelligence (X $_3$) on employee work productivity (Y). Therefore, the second hypothesis which states " emotional intelligence partially has a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province " is ***accepted .***

Hypothesis testing (F test)

Table 7

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	764,352	2	382,176	53.031	.000 [b]
	Residual	763,905	106	2 7.207		
	Total	1528,257	108			

a. Dependent Variable: Work Productivity_Employee_(Y)

b. Predictors: (constant), ORGANIZATIONAL_CULTURE, MOTIVATION, EMOTIONAL_INTELLIGENCE

Source: SPSS 22.0 and processed primary data

The F test is intended to test the hypothesis of the research which states that the independent variables consisting of organizational culture, motivation, and emotional intelligence have a significant influence on employee work productivity . The test is carried out to find out how far all the variables (X) together can affect the variable (Y) , in other words whether the regression line is meaningful as an estimator. The hypothesis is as follows:

Where:

Ho = S together there is no significant effect between organizational culture, motivation, and emotional intelligence on employee work productivity .

Ha = S together there is a significant influence between organizational culture, motivation, and emotional intelligence on employee work productivity .

Based on table 4.18 above , it can be seen that this test was carried out by comparing the $_{calculated}$ F value with the F_{table} . because $F_{count} > F_{table}$ (53,031>2,68) with a significant level of 0.000 < from 0.05 or 5% this means Ho is accepted and Ha is rejected . The $F_{table\ value}$ uses a 95% confidence level, 5% alpha (n – k – 1) or 118– 3 – 1 = 114, then the result for the $F_{table\ is}$ 2.68.

The explanation shows that the $_{calculated\ F}$ is greater than the F_{table} , so it can be stated that the variables of organizational culture (X1 $_{)}$, motivation $_{(}$ X2) , and intelligence and emotional (X_3) simultaneously has a significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province . " ***Accepted.***

Determination Analysis

Table 8

Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 [a]	.500	.491	2,685

a. Predictors: (Constant), Culture_Organization_(x1)
Motivation_(x2) Intelligence_Emotional_(x3),
b. Dependent Variable: Work Productivity_Employee_(Y)
Source: SPSS 22.0 and processed primary data

Based on table 1.25 above, it is known the relationship between organizational culture , motivation , and emotional intelligence on employee work productivity Strong can be seen from the correlation coefficient value of (R) 0.7 07. While the contribution of the influence seen from the Adjusted *R Square test* , the coefficient value is 0.491 or 49.1 % . It means organizational culture , motivation, and emotional intelligence simultaneously explains the effect on employee work productivity by 49.1 % , while the remaining 50.9 % influenced by other factors that were not used in this study.

Discussion

1. There is a significant influence between organizational culture variables on employee work productivity.

   Based on the test results of the t-test instrument , the t-count is 2.659 with a probability level (sig) of 0.005, when compared to the t-table at = 0.05, it means t-count > t-table and sig < 0.05 (2, 659 >1.658 and 0.005<0.05). This means that the hypothesis proposed by the author is accepted, namely that there is a positive and significant influence between organizational culture variables (X_1) on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province .

   The results of this test are in line with several previous studies, including the results of research by Hesti Eko Poerwaningrum (20-16) and Fitrah Santosa (2019) .
2. There is a significant influence between the motivational variables on employee work productivity.

   Based on the test results of the t-test instrument , the t-count is 3.815 with a probability level (sig) of 0.021, when compared to the t-table at = 0.05, it means t-count > t-table and sig < 0.05 (3.815 >1.658 and 0.021<0.05). This means that the hypothesis proposed by the author is accepted, that is, there is a positive and significant influence between the motivational variables (X_2) on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province .

   The results of this test are in line with previous research, including the results of research by Hasanuddin Lauda, et al (201 8).
3. There is a positive and significant influence between emotional intelligence variables on employee work productivity

   Based on the test results of the t-test instrument , the t-count is 4.391 with the probability level (sig) is 0.0 00 , when compared to the t-table at = 0.05, it means t-count > t-table and sig < 0.05 (4.3391> 1.6578 and 0.00 0<0.05). This means that the hypothesis proposed by the author is accepted, namely that there is a positive and significant influence between emotional intelligence variables (X_3) on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province .

The results of this test This is in line with several previous studies, including the results of Milatus Sholiha's research (2017).

CONCLUSION

Based on data analysis, interpretation of research results, and discussions that have been presented previously, some conclusions can be drawn from the results of this study as follows:

1. Organizational culture variables partially positive and significant effect on work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province . t-count > t-table that is 2.659 > 1.65 8 and 0.005 < 0.05.
2. motivation variable partially has a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province . t-count > t-table that is 3.815 > 1.65 8 and 0.0 21 < 0.05
3. The emotional intelligence variable partially has a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province . t-count > t-table that is 4.3391 > 1.65 8 and 0.000 < 0.05.
4. The variables of organizational culture , motivation, and emotional intelligence simultaneously have a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province .
5. The contribution of organizational culture , motivation, and emotional intelligence has an effect of 49.1%.

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