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The Influence of Organizational Culture, Motivation and Emotional Intelligence on Employee Work Productivity at the Manpower and Transmigration Office of West Sumatra Province

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ABSTRACT

This study aims to (1) determine the influence of organizational culture, motivation, and emotional intelligence on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province. (2) Knowing the influence of organizational culture on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province. (3) Knowing the effect of motivation on employee work productivity at the Department of Manpower and Transmigration of West Sumatra Province. (4) Knowing the effect of emotional intelligence on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province. (5) Knowing the effect of organizational culture, motivation, and emotional intelligence together on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province.

The population and sample in this study were 118 employees at the Department of Manpower and Transmigration of West Sumatra Province. The technique of determining the number of samples used proportionate random sampling. The data analysis technique used multiple linear regression analysis by fulfilling the requirements of the classical assumption test of normality, and multicollinearity, heteroscedasticity.

The results of this study indicate that (1) organizational culture has a positive and significant effect on employee work productivity at the Department of Manpower and Transmigration of West Sumatra Province. (2) Motivation has a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province. (3) Emotional intelligence has a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province. (4) Organizational culture, motivation, and emotional intelligence together have a positive and significant effect on the work productivity of employees at the Department of Manpower and Transmigration of West Sumatra Province.

Keywords: Organizational culture, motivation, emotional intelligence, and employee productivity

PRELIMINARY

The current era of globalization has very rapid technological developments, demographic changes and socio-cultural changes have caused drastic changes and affected

various aspects of people's lives around the world. It is possible that these fluctuations and changes will greatly affect all aspects of human life throughout the world and will affect the ability and existence of an organization to compete. One of the basic prerequisites for creating competitive advantage is the availability of reliable and competent human resources in accordance with the characteristics of the organization, the vision, mission and strategic objectives of the agency is the main ability (*core competence*) to be able to build attitudes and behavior of agencies that are able to face future developments. . Increased agency competition will force agencies to pay attention to human resource issues in agency development strategies.

The role of human resources is the basic capital in determining agency goals. Without the role of human resources, activities within the agency will not run well. Humans always play an active and dominant role in every organizational activity, because humans are planners, actors and determinants of the realization of organizational goals. Agency goals will be achieved if employees have high productivity. The success of an organization in planning and implementing strategies is supported by the work productivity of its employees.

Basically, human resources are a resource that is needed by an organization, because human resources play an active role in the running of an organization and the decision-making process. Employees who are able to do certain jobs may be more appropriate and good if they are placed in certain fields according to their abilities and expertise (*the right man in the right place*) will bring an organization or agency to maximum work results and reduce errors in assignments. or work, resulting in good work productivity (Putra, 2010). The employees expected by the organization are of course employees who can work productively, namely those who are capable of producing optimal work results as planned. Therefore, employees must be utilized optimally so that all work is completed effectively and efficiently.

One of the indicators that influence in an effort to increase productivity that is effective and efficient is organizational culture, work motivation, and emotional intelligence applied by the head of the agency. Productivity is a mental attitude that has the view that today's life will be better than yesterday and tomorrow will be better than today. In general, productivity is a comparison or ratio between output and input. The use of this ratio must pay attention to aspects of employees (quality and quantity), aspects of leadership (direction and coaching) and aspects of work targets that must be achieved in addition to the capacity of the machine manager (technology). Because the human factor is the most important factor of productivity, its management must also be different from other factors of production. These employees are human beings who have diverse personalities who must be respected and valued for their dignity.

Organizations need to be developed by paying attention to employees and continuing to consider human feelings and attitudes. According to human relations theory, the function of a leader is to facilitate the achievement of collective goals among followers and at the same time provide opportunities for personal growth and development.

A leader or head in an agency has the responsibility to convince his members of the need to grow, develop and practice healthy cooperative relationships among members of the organization so that it will encourage members to work together productively and with feelings of satisfaction. This is in accordance with the task of a leader, namely encouraging voluntary cooperation between employees and with leaders in carrying out their work duties.

Department of Manpower and Transmigration West Sumatra Province has several regional offices or units located in several districts/cities in West Sumatra . These include UPTD Wasnaker Region I , UPTD Occupational Safety and Health , UPTD BLK Padang Panjang, UPTD BLK Payakumbuh, UPTD Wasnaker Region II Payakumbuh, and UPTD Wasnaker Region III Sijunjung . The following are the number of employees serving in the Manpower and Transmigration Office West Sumatra Province the.

The division of the Office of Manpower and Transmigration of West Sumatra Province has 7 (seven) divisions of its office the Head Office of the Manpower and Transmigration Office of West Sumatra Province with a total of 96 employees , UPTD Wasnaker Region I with a total of 2 4 employee , UPTD Occupational Safety and Health with a total of 11 employees, UPTD BLK Padang Panjang with a total of 13 employees employees, UPTD BLK Payakumbuh

with a total of 10 employees, UPTD Wasnaker Region II Payakumbuh with a total of 10 employees , and UPTD Wasnaker Region III Sijunjung with a total of 7 employee .

There are several important factors that influence the increase in employee work productivity, namely organizational culture, motivation, and emotional intelligence. To achieve good employee work productivity, it can be influenced by the culture or organizational culture of the agency. Organizational culture is a collective agreement about shared values in organizational life and binds all organizations concerned. This culture will later play a role in determining the structure and various operational systems that produce norms, rules, and how to interact within an organization.

Organizational culture in an organization is usually associated with values, norms, attitudes and work ethics that are shared by each component of the organization. These elements form the basis for monitoring employee behavior, the way they think, cooperate and interact with their environment. If the organizational culture is good, it will be able to increase work productivity and will be able to contribute success to the agency.

Motivation is important because motivation supports human behavior so that they want to work hard and enthusiastically in achieving optimal things. Motivation as encouragement is an important factor in carrying out work optimally. If every job can be carried out optimally, then employee productivity can be realized in accordance with organizational goals. Without motivation, an employee feels reluctant to carry out a job well. Work productivity will be achieved if the employee himself has high work motivation. Work motivation will be achieved if there is a will from oneself and get encouragement from other parties.

Employees with good work motivation will carry out every given job as well as possible and mobilize all their abilities to complete a job. Low or poor work motivation will be detrimental to the agency, because with low work motivation the achievement of agency goals will be delayed. Therefore, work motivation is something important that must be owned by employees.

Building and implementing a competency-based HR management system in emotional intelligence is an important step to develop a competitive advantage in education in achieving company targets or goals in an effort to empower human resource management in an agency, Goleman (in Sholiha et al, 2017:4-5) states that "Emotional intelligence is the ability that humans have to maintain life in the form of emotions to recognize their own feelings and those of others, the ability to motivate themselves and in relationships with others". The emotional intelligence that employees need to have so they can become professional employees includes commitment, loyalty, and sensitivity. Different emotional intelligence in each employee, will provide differences in the acquisition of work productivity, resulting in differences in efforts to improve the quality of work productivity.

A person's good emotional intelligence will provide a good impetus to respond to the work he faces, and will provide good productivity for the institution. Emotional intelligence is the ability to learn based on emotional intelligence that results in work productivity in the workplace. Emotional intelligence does not arise from clear intellectual thinking, but from the work of the human heart. Emotional intelligence is not a sales trick or a way to organize a room. *Emotional Quotient* (EQ) is a basic competency of humans, which makes a person different in achieving success in life. The rapidly growing knowledge of emotional intelligence, backed by hundreds of research studies and management reports, teaches people every day how to increase their reasoning capacity and at the same time make better use of their inner emotions, intuitive wisdom and the power that lies in the human ability to relate to others. basic level with himself and people people around him. In other words, emotional intelligence is the ability of employees to be aware of their own duties and duties as agency employees.

Therefore, the researchers conducted a study entitled The Influence of Organizational Culture, Work Motivation, and Emotional Intelligence on Employee Work Productivity at the Department of Manpower and Transmigration of West Sumatra Province.

RESEARCH METHODS

The method used in this research is a survey method. Survey method according to Sugiyono (201 7:6) is research conducted on large and small populations, but the data studied are data from samples taken from the population, so that relative, distributive events and relationships between variables, sociological and psychological. While the form of research is descriptive research.

Descriptive research is studying descriptive problems in society, as well as the procedures that apply in society and certain situations, including the relationship between activities, attitudes, views, ongoing processes and the effects of phenomena.

Descriptive research was conducted using correlation techniques. This technique is carried out to analyze the relationship between three independent variables, namely organizational culture (X1) , work motivation (X2) and emotional intelligence (X3) and one dependent variable is employee productivity (Y).

The research will be conducted on employees of the Department of Manpower and Transmigration of West Sumatra Province . The selection of this location was based on considerations because researchers is an employee of the Department of Manpower and Transmigration of West Sumatra Province .

According to Sugiyo no (20 17 : 80) Population is an organizational area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions. Meanwhile, the sample is part of the number and characteristics possessed by the population .

Population is the entire object of research consisting of humans, objects, animals, plants, symptoms of test scores or events as data sources that have certain characteristics in a study, Arikunto (in Aziz 2016:147) While the sample is part or representative of the population studied by Arikunto (in Aziz 2016:149).

The object of research in this study is the Department of Manpower and Transmigration of West Sumatra Province . The sample selection was carried out using the proportional random sampling method (proportionate *random sampling)* using the Slovin formula (Umar 20 15 : 78).

Based on the Slovin formula, the number of samples taken in this study were 118 employees in the Department of Manpower and Transmigration of West Sumatra Province. The distribution of the sample is as follows: n = (population rank / total population) x number of specified samples. So, from the Department of Manpower and Transmigration of West Sumatra Province, 118 samples were taken from the employees of the Department of Manpower and Transmigration of West Sumatra Province.

Research variable

Based on the problems formulated so that there are no misunderstandings, it is necessary to explain the identification of each variable. In this case it is as follows:

a. Independent variable (X): Organizational Culture, Motivation, Emotional Intelligence
b. Dependent variable (Y) : Employee Work Productivity

Table 1
Research variable

Source Indicator Variables
Work Productivity
1. Ability (Sutrisno,
2. Improving the results achieved in 2018)
3. Work Spirit
4. Self Development
5. Quality
Organizational Culture
1. Gaining satisfaction with (Edison, His work 2016)
2. Try to develop yourself and ability

3. Obey existing regulations
4. Full of initiative and not dependent on the leadership
5. Set a plan and get it done well
6. Mutual respect and greetings
7. Help each other in groups
8. Mutual respect for differences of opinion
9. Prioritizing quality in work
10. Innovate discovering new things
11. Try to work effectively and efficiently
12. Carry out team assignments and discussions
13. Solve team problems well

Motivation
1. The need for achievement (Mas'ud in
2. The need for power Ariska, 2018)
3. Necessity and affiliation

Emotional Intelligence
1. Self-awareness (Goleman in
2. Self-regulation Abidin, 2017)
3. Motivation
4. Recognizing other people's emotions
5. Social skills

Data collection technique

To obtain data in this study, data collection techniques were used, namely: Library data collection techniques. This technique is used to collect data on theories, concepts related to research variables from relevant books and literature.

The Likert scale is used to measure organizational culture , motivation and emotional intelligence towards work productivity of employees of the Department of Manpower and Transmigration of West Sumatra Province.

Validity and Reliability Test

a. Validity test

The validity test is used to find out that the instrument can be used to measure what should be measured. Sugiyono (201 7 :1 21). Validity comes from the word validity which means the extent to which the determination and accuracy of a measuring instrument performs its measuring function. A measuring instrument can be said to have high validity, if the tool performs its measuring function, or provides measurement results that are in accordance with the intent the measurement is carried out. Thus, whether or not a measuring instrument is valid depends on whether or not the measuring instrument is able to achieve the desired measurement objectives correctly.

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 with a real rate of 5%, if the correlation coefficient is greater than the critical value or if the Cronbach's alpha value is greater than 0.6 then the item is declared reliable. An alpha coefficient of less than 0.6 indicates poor reliability, a value of around 0.7 indicates acceptable reliability and a value above 0.8 indicates good reliability. For the reliability test, the following formula is used: (Sugi y ono 2017:38)

c. Classic assumption test

A regression model is said to be linear, it must go through a classical assumption test consisting of normality test , multicolonearity test , heteroscedasticity test and multiple regression test . The following will test the assumptions of the regression model as follows:

a. Normality test

Normality test is used to test whether the regression model has a normal distribution or not. The assumption of normality is a very important requirement in testing the significance (significance) of the regression coefficient. A good regression model is a regression model that has a normal distribution or is close to normal, so it is feasible to do statistical testing. The basis for making decisions can be done based on probability (Asymtotic Significance), namely:

1. If the probability > 0.05 then the distribution of the population is normal.
2. If the probability < 0.05 then the population is not normally distributed. Visual testing can also be done using the normal drawing method. Probability Plots in IBM SPSS Statistics software. The basis for making decisions is as follows:
    a. If the data spreads around the diagonal line and follows the direction of the diagonal line, it can be concluded that the regression model meets the assumption of normality.
    b. If the data spreads away from the diagonal line and does not follow the direction of the diagonal line, it can be concluded that the regression model does not meet the assumption of normality. In addition, the normality test was used to determine that the data taken came from a normally distributed population. The test used to test for normality is the Kolmogorov - Smirnov test. Based on this sample, the null hypothesis will be tested that the sample comes from a normally distributed population against the counter hypothesis that the population is not normally distributed.

b. 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, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation values between independent variables are equal to zero (Ghozali, 201 5 :160).

The way to detect the presence or absence of multicollinearity in the regression model is through the *tolerance value* 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 any multicollinearity is the *tolerenc value* > 0.10 or equal to the VIF value < 10. The formula used is

$$VIP = \frac{1}{1-{R_k}^2}$$

c. Heteroscedasticity Test

Heteroskedity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. 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 Plott Graph (*Scatter Plot*) If there is no clear pattern, such as points spreading above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity.

Multiple Regression Test

This test tries to connect the variables X and Y which are more than one. Multiple linear regression is used to see the effect of motivation, work discipline and leadership style on work productivity with the formula developed by Gujarati (20 15:31) as follows:

= a + b $_1$X $_1$ + b $_2$X $_2$ + b $_3$X $_3$ + e

Information:

= Work productivity

X $_1$ = Organizational Culture

X_2 = Motivation
X_3 = Emotional Intelligence
a = Constant
b_1, b_2, b_3 = Regression coefficient of each variable.

Research Hypotension Test

1. Partial Test

To find out which independent variable has the most significant effect on the dependent variable, it is necessary to conduct further research using the t test, namely to test the independent variables individually, which can be formulated as follows:

$$t_{hitungg} = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Where: r = correlation
n = number of samples
t = significant level

Or the partial test SPSS output with t-test can be seen in the *coefficients table* . That is, if *the p-value* (in the sig. column) in each independent variable is smaller than the specified level *of significance* , or t count is greater than t table, it means that the variables of each independent variable individually have a significant effect on the variable. dependent.

2. Simultaneous testing (F Test)

The F test is used to see the effect of the independent variables together on the Y variable. For the F test, the **Sugiyono formula is used (20 1 7:1 92)**

$$Fhitung = \frac{R^2 / k}{(1-R^2)/(n-k-1)}$$

Where:
R = multiple correlation coefficient
k = number of independent variables
n = number of samples

3. Coefficient of Determination Test

The coefficient of determination ($R2$) essentially measures how far the model's ability to explain variations in the dependent variable is. The value of the coefficient of determination is between zero and one ($0 < R^2 < 1$). The small value of R2 means that the ability of the independent variables in explaining the variation of the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable.

KD = R^2 x 100%
Description: KD = Coefficient of Determination
R = Correlation Coefficient

RESULTS AND DISCUSSION

Data Testing Instrument

The data testing instruments include the following:

a. Validity Test

The test uses a 2-sided test with a significant level of 0.05. To interpret the results of the validity test, the criteria used are:

1. If the calculated r value is greater (>) than the table r value , then the instrument or question items correlated with the total score, declared valid and can be used.
2. If the calculated r value is smaller (<) than the r table value , then the instrument or question items correlated with the total score, declared invalid and cannot be used. Question items that are declared invalid will be excluded or not used to measure research variables.

Before the questionnaires were distributed to respondents, a preliminary test of the questionnaire was held first. In this study the authors tested the validity of 30 employees of

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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