

The Influence Of Organizational Culture And Organizational Commitment On Character Formation Of Members Of The Cilamaya Village Youth Organization

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ABSTRACT

Submitted: 10-07, 2024 **Purpose of the study** — This research aims to examine the influence of organizational culture and organizational commitment on the character formation of Karang Taruna members in Cilamaya Village.

Accepted: 22-12, 2024 **Research method**— The study was conducted at the Cilamaya Village Youth Organization in Cilamaya Wetan District, Karawang Regency, involving 52 members. A quantitative descriptive and verification method was employed, utilizing SPSS 25 for analysis.

Published: 11-04, 2025 **Result**— The findings indicate that organizational culture (X1) does not have a significant influence on character formation, with a significance value of 0.409 (> 0.05) and a t count of 0.832 (< 1.676). Conversely, organizational commitment shows a very significant influence on character formation, with a significance value of 0.000 (< 0.05) and a t count of 5.615 ($> t$ table 1.676). Moreover, when assessed simultaneously, both organizational culture and organizational commitment significantly influence character formation, with a significance value of 0.000 (< 0.05) and an F count of 45.742 ($> F$ table 4.04)

Conclusion— It is suggested that through training or workshops, the character formation of Karang Taruna members in Cilamaya Village can be further improved.

Keywords: Organizational Culture, Commitment, Character Formation.



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INTRODUCTION

Article 38 paragraph 2 of the Republic of Indonesia (2010) “Karang Taruna was chosen to provide opportunities for the younger generation to develop their potential through

creativity and activity. In most cases, organizations are designed to achieve goals through the performance of each human resource in it. However, human resource performance is greatly influenced by the organizational environment, including its culture. Therefore, it is very important to be able to build an organizational culture that encourages performance”.

Article 38 paragraph 2 of the Republic of Indonesia (2010) “Organizational culture problems include the lack of role models from leaders in terms of coming and going on time, which has become a habit among members and causes many employees to come and go late. Other problems include lack of member insight, lack of education, and lack of participation. To overcome the many problems faced by many organizations, such as Karang Taruna, human resource development and human resource planning increase the contribution of the personnel section to organizational goals”.

This research was conducted at Karang Taruna, Cilamaya Village, Cilamaya Wetan District, Karawang Regency. This organization was founded on September 24, 2000 and is still active today, with Muhammad Shandy Arfian as chairman. This organization, which has 52 members, is involved in various activities, such as community service between RTs, helping with religious studies, serving as cleaners and security officers in markets, organizing creative activities, and volunteering during natural disasters. However, Karang Taruna still faces several obstacles, such as a lack of understanding of members regarding organizational skills, minimal awareness of personal character, and low independent participation. Some members are also only involved because they are pursuing personal gain. Therefore, the role of Karang Taruna in strengthening the commitment to forming the character of its members is very important in this environment.

Malayu (2017) "Poor organizational culture causes a lack of innovation, social responsibility of the chairman towards the surrounding environment, competitiveness, and support in activities. The problems above show that Karang Taruna members are still lacking in building character. In addition, the lack of commitment in the organization is indicated by the large number of members who do not arrive on time, the lack of independent participation, and the lack of morale in organizational relationships. To improve the Karang Taruna organization in Cilamaya Village, the chairman should embrace more often, apply discipline to members, and provide direction to his members".

The purpose of this study is to determine, analyze, and explain organizational culture in Karang Taruna Village Cilamaya. To determine, analyze, and explain organizational commitment in Karang Taruna Village Cilamaya. To determine, analyze, and explain character formation in Karang Taruna Village Cilamaya. To determine, analyze, and explain the influence of organizational culture partially on character formation in Karang Taruna Village Cilamaya. To determine, analyze, and explain character formation in Karang Taruna Village Cilamaya.

LITERATURE REVIEW AND HIPOTESYS DEVELOPMENT

A. LITERATURE REVIEW

a. Management

G.R. Terry in the book Malayu Hasibuan (2018) "Management is a unique process that includes planning, organizing, directing, and controlling activities carried out to establish and achieve predetermined goals through the utilization of human resources and other resources".

Management Functions - George R. Terry and Liesli W. Rue (2018) "Management functions include planning, namely setting goals to be achieved in the future and determining the steps needed to achieve them, organizing involves grouping and determining various important activities and giving authority to carry out these activities, staffing is related to determining human resource needs and developing the workforce, motivation aims to direct and channel human behavior towards achieving goals, and control includes measuring performance against goals, determining the causes of deviations, and taking necessary corrective actions".

b. Human Resource Management

Rozarie (2017) "Human resource management is a strategic approach that focuses on the best and proactive ways to manage organizational resources". Barus (2017) "Human resource management should be considered as an extension of the traditional approach to managing people effectively, which requires knowledge of human behavior and the ability to manage it". Malayu Hasibuan (2017) "Human Resource Management involves a comparative assessment of actual work results with the quality and quantity standards produced by each employee. This is management that deals with all activities related to the management of human resources".

Functions of Human Resource Management - Malayu S.P. Hasibuan (2017) "The function of Human Resource Management deals with activities that have a significant impact on all aspects of the work of an organization, company, or agency. This function includes planning, hiring and firing employees, payroll and benefits, performance appraisals, rewards, career development, training and development, occupational safety and health, leadership, and productivity".

Objectives of Human Resource Management - Ulrich & Lake (2020) "The human resource management system can serve as a source of capability for the company, allowing the company to continue learning and exploring new opportunities".

c. Organizational Culture

Sule & Saefullah (2019) "Organizational culture is a set of values and norms accepted and implemented by an organization in relation to the environment in which the organization operates. The alignment between individual values and company values can improve performance. Organizational culture reflects a shared commitment to the values of life in the organization, which binds all members of the organization".

Dimensions and Indicators of Organizational Culture -

Nugroho (2019) "Dimensions and indicators of organizational culture such as Innovation with Strong ties within the company and the application of innovation in completing work, Competitiveness with Company development efforts to compete and become the best company, Work orientation towards work results and success, Social responsibility by Considering employees in decision making Paying attention to social functions to employees in the environment outside the company, Stability Employee comfort in working The company can survive as a superior company and overcome crisis conditions, Respect for employee aspirations in the form of freedom of expression Respect for employees who achieve targets, Full support by Providing support for the implementation of work and employee development".

d. Organizational Commitment

Griffin (2008) "Organizational commitment is an attitude that shows how far someone knows and is attached to their organization. Commitment to the organization reflects employee attachment to their place of work". Mathis in Sopiah (2008) "Organizational commitment is the level at which employees believe in and accept the goals of the organization and want to stay and not leave the organization".

Dimensions and Indicators of Organizational Commitment Zainuddin (2020) Dimensions and indicators of organizational commitment include:

1. Effective commitment is related to 1. Participation in the organization 2. emotional attachment that employees have. 3. Employee involvement 4. part of the organization
2. 5. values in the organization 4. Organizational comfort 5. Organizational security, and 5. organizational benefits
3. Continuing commitment is defined as 1. member awareness 2. financial losses if leaving the organization 3. benefits and sacrifices associated with 4. involvement in becoming a member of an organization".
4. Normative commitment is 1. psychological attachment of members to the organization that arises due to 2. organizational obligations 3. morals 4. maintaining relationships with the organization".

e. Character Formation

Mulyana (2017) "Character formation emphasizes the importance of role models, creating a supportive environment, and habituation through various scientific tasks and conducive activities. The process of character formation cannot be done separately, but must be integrated, especially between family, school, and society".

Mulyana (2017) "In addition to making role models and habits the main methods in education, creating a supportive climate, culture, and environment is also very important in forming the character of students. A conducive environment can be built through various methods, such as assignments, habits, training, learning, direction, and role models". Daryanto (2018) "Character formation is a series of efforts made by school members, including collaboration with parents and the community, to help children and adolescents become caring, principled, and responsible individuals".

Dimensions and Indicators of Character Formation. Ibrahim (2017) Character formation has several dimensions or indicators, namely epistemic curiosity, the desire to empower life or awareness of society, learning skills, and independence or autonomy in learning".

B. HYPOTESIS DEVELOPMENT

a. The influence of organizational culture on character formation

Robbins (2021) "Organizational culture can have a significant positive influence on individuals, especially employees, especially in a competitive environment. In situations like this, a strong culture allows organizations to quickly adapt to competitors and meet customer needs. If an organization does not have a clear culture, its members will have difficulty understanding the goals and values that exist, so that goal achievement is unsuccessful". Previous research conducted by Muslianti (2018) "Organizational culture can significantly influence character formation, and the results of this study support Wirawan's theory which states that organizational culture influences all aspects of the organization and the behavior of its members, both individually and in groups".

b. The influence of organizational commitment on character formation

Rozikin (2018) "In the work environment, a person's commitment to their profession and the organization where the employee works is often a very important issue. In fact, some organizations dare to include commitment as one of the requirements for occupying a position or position advertised in a job vacancy. This shows how important commitment is in the world of work. Employee commitment to the company cannot be separated from the relationship between employees and their work or profession, in order to achieve the business goals desired by the company". Previous research according to Ade andriani (2023) "If an organization has high cultural values and commitment, this will be one of the quite effective efforts in character development".

c. The influence of organizational culture and organizational commitment partially

Previous research Fred Luthans (2018) "There is a positive relationship between organizational commitment and expected results, such as the creation of a good organizational

culture. The stronger the employee's commitment to the organization, the better the organizational culture that develops among its members". Previous research according to Wulan & Alimah (2019) "Based on the results of the study, there is a significant relationship between organizational culture and organizational commitment in character formation, which shows that the better the organizational culture, the higher the commitment to the organization".

d. The influence of organizational culture and organizational commitment simultaneously

Muslianti (2018) "The influence of organizational culture on character formation shows that organizational culture can significantly influence individual character. This study supports Wirawan's theory which states that organizational culture influences all aspects of the organization and the behavior of its members, both individually and in groups". Previous research according to Lika Purnama (2020) "The relationship between strong organizational commitment and organizational culture can be an effective way to shape good member character". In line with previous research, this study also produced significant findings. This shows that organizational culture and organizational commitment together have a significant influence on character formation.

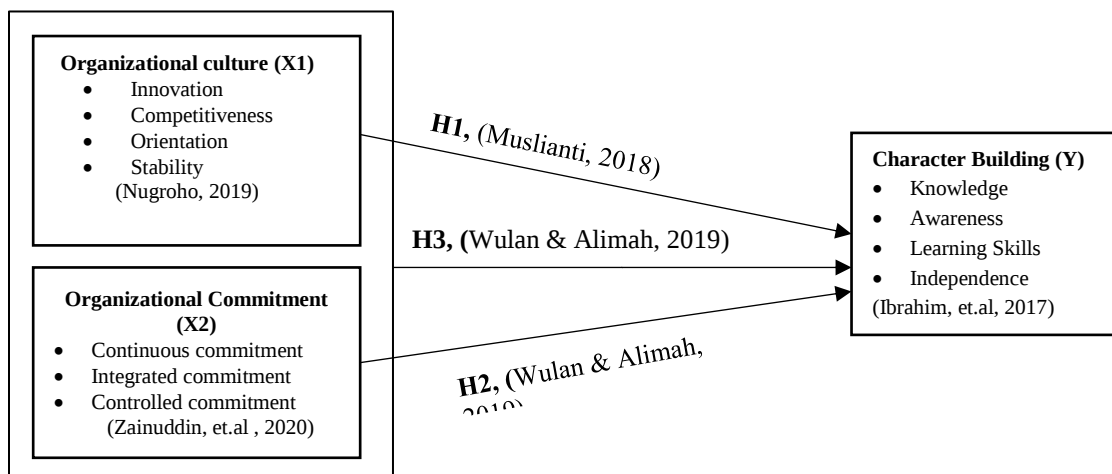


Figure 1. Conceptual Framework

Based on the above framework, the formulation of the hypothesis in this study is as follows:

1. There is a partial influence of organizational culture on character education.
2. There is an influence of commitment to character education.
3. There is a simultaneous influence between organizational culture and commitment to character education.

e. Data Collection Techniques

- 1) Observation is conducted by conducting research and direct observation of activities and conditions within the organization. The researcher conducted direct observation at the secretariat of the Karang Taruna Organization of Cilamaya Village, located on Jl Raya Cilamaya, Dusun KP Jambu, Cilamaya Village, Cilamaya Wetan District, Karawang Regency, West Java”.
- 2) Interviews with data collection methods are conducted directly using unstructured interview techniques, where the interview process focuses on previously prepared topics”.
- 3) Questionnaire: Researchers can collect primary data obtained directly from the source, namely the head of the Karang Taruna Organization of Cilamaya Village. The research instrument in the form of a questionnaire aims to obtain information from respondents about their experiences and knowledge. The questionnaire used in this study is a closed questionnaire consisting of five answer choices, namely strongly disagree, disagree, quite agree, strongly agree, and strongly agree”.
- 4) Literature Study: Data collection techniques are carried out by studying lecture notes, books, journals, and other reading sources relevant to the research”.
- 5) Internet Research: This data collection technique is carried out by accessing sites or websites that provide various relevant information”.

f. Data sources

In this study, the sources used consist of primary data and secondary data. Primary data sources were obtained directly from data providers through observation and questionnaires taken from members of the Karang Taruna Organization of Cilamaya Village. Meanwhile, secondary data was obtained by researchers through direct observation at the location of the Karang Taruna Secretariat of Cilamaya Village or from the library.

g. Analysis techniques

Based on the type of data and analysis, this study uses the SPSS version 25 (Statistical Product and Service Solution) program as a tool to analyze the data obtained.

RESULTS AND DISCUSSION

A. RESULTS

Validity Test

Sugiyono (2017) “Validity is a test used to show the extent to which a measurement instrument can measure what is intended to be measured, as well as to assess the validity of data obtained from the questionnaire”.

Table 1. Validity Test Result

No	Organizational Culture (X1)	Organizational Commitment (X2)	Character Formation (Y)	R Critical	Note
1	0,553	0,791	0,903	0,360	Valid
2	0,722	0,806	0,908	0,360	Valid
3	0,666	0,873	0,690	0,360	Valid
4	0,499	0,919	0,888	0,360	Valid
5	0,583	0,703	0,782	0,360	Valid
6	0,572	0,502	0,902	0,360	Valid
7	0,812	0,828	0,701	0,360	Valid
8	0,776	0,814	0,889	0,360	Valid
9	0,741	0,889	0,915	0,360	Valid
10	0,848	0,900	0,912	0,360	Valid

Based on the table 1 above, it can be concluded that all variables are valid with a significant level.

Reliability Test

Sugiyono (2017) "Reliability Test is a test to ensure that the questionnaire in collecting variable data is reliable or not".

Table 2. Reliability Test

Variable	Cronbach's Alpha	Note
Organizational Culture	0,870	Relliable
Organizational Commitment	0,913	Relliabel
Character Building	0,956	Relliabel

Table 3. Respondent Acquisition Data

No	Statement	Amount
1	Distributed questionnaires	52
2	Returned questionnaires	52
3	Incomplete questionnaires	0
4	Processed questionnaires	52

The characteristics of respondents analyzed in this study include the identities of 52 members of the Karang Taruna organization.

B. DISCUSSION

Analysis Results

The results of this verification analysis were carried out using the correlation analysis method, and the data were processed using the SPSS application, with the following results:

Normality Test

Table 4. Normality Test Table
One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Residual
N		52
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	4,58967122
Most Extreme	Absolute	,114
	Differences	
	Positive	,058
	Negative	-,114
Test Statistic		,114
Asymp. Sig. (2-tailed)		,092 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

The output results above show that the asymp.Sig value (2-tailed) is 0.092, which is greater than 0.05. Thus, it can be concluded that the residuals are normally distributed and meet the normality assumption.

Multicollinearity Test

Table 5. Multicollinearity Test Table
Coefficients^a

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-2,377	4,290		-,554	,582		
	Organizational Culture	,140	,168	,107	,832	,409	,429	2,329
	Organizational Commitment	,954	,170	,723	5,615	,000	,429	2,329

a. Dependent Variable: CHARACTER FORMATION

Based on the results of the multicollinearity test output, it can be seen from the table above that the tolerance score for each construct is 0.429, which is greater than 0.10. In addition, the VIF value for each independent variable is 2.329, which is less than 10. Thus, the test results indicate that there is no indication of multicollinearity in the regression model used.

Table 6. Multiple Linear Regression Analysis Test Table

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	-2,377	4,290		
	Organizational Culture	,140	,168	,107	,832
	Organizational Commitment	,954	,170	,723	5,615

a. Dependent Variable: CHARACTER FORMATION

Based on the results of the table 6 above, the multiple linear regression equation model can be expressed as $Y = (2.377) + 0.140 X_1 + 0.954 X_2$. In making this equation, it is known that column B in the Unstandardized Coefficients produces the value obtained from the analysis.

- A = the constant number in the Unstandardized Coefficients in this study is -2.377, which indicates a negative value. It can be concluded that character formation (Y) will have a value of
- 2.377 when the variables Organizational Culture (X1) and Organizational Commitment (X2) are at a constant value or zero".
- B = the value of the regression coefficient for character formation, Organizational Culture, and Organizational Commitment".

The Organizational Culture variable in this study has a regression coefficient of 0.140. This coefficient shows that every one unit increase in the Organizational Culture variable, assuming other variables remain constant, will cause an increase of 0.140 in Organizational Culture. The Organizational Commitment variable in this study has a regression coefficient of 0.954. This means that every one unit increase in the Organizational Commitment variable, assuming other variables remain constant, will cause an increase of 0.954 in Organizational Commitment.

Table 7. Determination Test Results

Model Summary^b

Model R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,807 ^a	,651	,637
			4,68240

a. Predictors: (Constant), Organizational Commitment, Organizational Culture

b. Dependent Variable: CHARACTER FORMATION

Table 8. T-Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1	(Constant)	-2,377	4,290		
	Organizational Culture	,140	,168	,107	,832
	Organizational Commitment	,954	,170	,723	5,615

a. Dependent Variable: CHARACTER FORMATION

The results of the hypothesis testing above can be explained as follows:

- 1) The results of this partial test show that the Organizational Culture variable (X1) has a sig value of 0.409 > 0.05 while the Tcount value is 0.832 < 1.676, it can be concluded that Organizational Culture (X1) partially has no effect on the formation of the character of the Karang Taruna Organization in Cilamaya Wetan.
- 2) The results of this partial test show that the Organizational Commitment variable (X2) has a Sig value of 0.000 < 0.005, while the Tcount value is 5.615 > t table 1.676, it can be concluded that Organizational Commitment partially has a very significant effect on the formation of the character of the Karang Taruna organization in Cilamaya Wetan.

Table 9. F Test Results

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2005,758	2	1002,879	45,742	,000 ^b
	Residual	1074,319	49	21,925		

Total	3080,077	51			
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a. Dependent Variable: CHARACTER FORMATION

b. Predictors: (Constant), Organizational Commitment, Organizational Culture

Based on the table 9 above, to determine the value of f table, we calculate the degrees of freedom (db) of the numerator with the formula $k-1 = 2-1$ and the db of the denominator with the formula $n-k = 52-3$. As a result, the db of the numerator is 1 and the db of the denominator is 49, so that the f table is 4.04. The table shows that the calculated f value is 45.742, which is greater than the f table ($45.742 > 4.04$). Thus, it can be concluded that the independent variables of Organizational Culture (X1) and Organizational Commitment (X2) have a very significant effect simultaneously on character formation (Y) in the Karang Taruna Cilamaya Wetan Organization.

CONCLUSION

Based on the results of the analysis and recapitulation carried out with SPSS, it can be concluded as follows:

1. Organizational Culture shows a value between 176 - 218 with Good criteria, which means that members of the Karang Taruna Organization feel the existence of a positive organizational culture.
2. Organizational Commitment also gets a value between 176 - 218 with Good criteria, indicating that members feel a good commitment from the organization.
3. Character Formation has a value in the range of 176 - 218 with Good criteria, indicating that members of the Karang Taruna Organization feel that there is positive character formation.
4. For Organizational Culture (X1), the significance value is 0.409, > 0.005 , while the calculated t value is $0.832 < t \text{ table } 1.676$. This shows that Organizational Culture (X1) partially does not affect character formation in the Karang Taruna Cilamaya Wetan Organization.
5. Organizational Commitment (X2) has a significance value of 0.000, < 0.005 , and a calculated t value of $5.615 > t \text{ table } 1.676$. This indicates that Organizational Commitment has a very significant influence partially on character formation in the organization.
6. Overall, it can be concluded that the independent variables Organizational Culture (X1) and Organizational Commitment (X2) simultaneously have a very significant influence on character formation (Y) in the Karang Taruna Cilamaya Wetan Organization.

Organizational development needs to be implemented for members of the Karang Taruna Cilamaya Village with the aim of forming attitudes, mentality, morals, character, organizational culture, organizational commitment, and character formation. This can be done through participation in training or workshops.

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