The Relation Leadership, Organization Culture and Work Motivation on Employees Performance

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Abstract. This research aimed to analysis the influence of leadership on organization culture, the influence of leadership, organization culture on work motivation and the influence of leadership, organization culture and work motivation on employees performance. This research used quantitive approach. The sample of research was the employees of department of energy and mineral resources of West Sumatera Province, which total were 87 employees. This research uses analysis technique of Partial Least Square (PLS). The research shown that leadership influenced of the organization culture and work motivation positively and significantly, then the organization culture also influenced the work motivation positively and significantly, then the work motivation also influenced the employees performance positively and significantly. Next, the leadership and organization culture influenced the employees performance through work motivation, or it could be said that the work motivation as the intervening variable. The first section in your paper.

1. Introduction

Human resources that exist within an organization are a wealth (asset) and a source of competitive advantage that is essential for success in achieving the goals of the organization competes. In the face of such competition, every human resource in this regard is expected to boost employee performance it has to be able to achieve optimal organizational goals both short and long term. Organizational structure has a specific purpose, and objectives are interconnected and dependent on humane communication to coordinate the work of the organization. Therefore, the organization expects employees to excel and be able to create advantages for the organization, carrying out work optimally, and can create a situation that is harmonious and conducive work, so that employees will not experience boredom so lazy to work and result in decreased performance.

According to Rival [1] the performance of a real behavior that is displayed every organization as the resulting performance in accordance with its role within the company. The expected performance of the behavior or activities of employees would have been high performance, to get maximal results is necessary to establish goals begins with careful planning performance. Thus, results in getting fit with the objectives set at the beginning. One way that can be used to see the development of the company is to look at the results of the performance appraisal. According to Marwansyah [2] there are three
alternative sources of information about the performance of employees, namely: a) Notes actual production, b) Note private employee, c) consideration of performance.

According to Wibowo [3] increased the performance of workers will improve the performance of the organization. From the results of the assessment can be seen in the company's performance as reflected by the performance of employees or, in other words, the performance is the result of concrete that can be observed and measured office of Energy and Mineral Resources (ESDM) West Sumatra province, is one of the government agencies that was formed in order to realize the business of Mining and Energy and geological disaster mitigation for the welfare of the community was not immune from the problem of performance in providing services to the public. This can be seen from the picture of the performance achieved by the realization of the work activities throughout the year 2012 until 2014, as follows.

Table 1. Problems Faced by the Department of Energy and Mineral Resources of West Sumatra Province Indonesia

| Problem | Cause |
|---------|-------|
| Management aspects | There is still not in accordance with the placement of human resources expertise and competence evidenced by the realization of part of the work program only reaches 10% -20% in 2014 |
| HR performance is not maximized | Still the employees who arrive late When working hours seen some employees were not working indoor, there were sitting outside the room do not fit the job |
| Lack of supervision leaders | Activities of human resource development is not optimal |
| Still the employees who did not make timely after the lunch break. There is still a lack of full implementation of human resource development activities such as training, technical guidance, seminars and so on. Evidenced by the realization of the human resources development work program only reaches 50% |

Sources: department of ESDM West Sumater Province (2013)

Based on data in Table 1 above, visible implementation of activities or programs that exist at the Department of Energy and Mineral Resources of West Sumatra Province during the years 2012 until 2014. Where in 2012 the level of completion of the activity or program of work there is an average of about 69.73%, then in 2013, the mean settlement increased by 6.75% to 76.48% and in 2014 the average handling capabilities or completion of work decreased again by 7:23% to 69.25%. From these data, we can conclude that every year target of realization of activities / programs has ups and downs or fluctuations. Fluctuations illustrate that the performance of employees in 2012 until 2014 still has not been effective, as this will affect the work of the organization in the long run not be optimal.

In 2014, much of the work program realization decreased from the previous year. The work program is the most drastic decline was coaching and development program the electricity sector with a percentage decrease of 44.12%. This was due in 2014 under the work program of coaching and development of the electricity sector are part of a brand new activity, namely the Regional Electricity General Plan (RUKD) which has been running 10% and Feasibility Study Preparation for the brand new micro power plants runs 20%.

As for the capacity-building program of personnel resources the realization of its activities is increasing every year. It's just that the increase is still low, in 2014 the percentage amounted to 54.85%. This illustrates that the Department of Energy and Mineral Resources of West Sumatra province still lacking to develop or implement activities that can improve the ability of employees such as education and training, technical assistance, seminars and so on.

Management to achieve the performance of the Department of Energy and Mineral Resources of West Sumatra Province high should be done primarily intended to improve overall performance in serving the community. As one of the government agencies, the Departments of Energy and Mineral
Resources are also required to constantly improve its performance over time, the role of leadership is also crucial in the achievement of organizational performance. According to Wibowo [3] leadership and leadership style in the organization was instrumental in influencing the performance of the employee. How does a leader care about his subordinates, how leaders give awards to outstanding employees, as well as how to develop leadership qualities subordinates greatly affect the performance of subordinates? According to Yuniarsih (2011) defined leadership as the ability and the power to influence thought leaders (mindset) others to be willing and able to follow his will, and to inspire others to design something more meaningful.

The phenomenon I have found in the Department of Energy and Mineral Resources of West Sumatra province, a phenomenon that often occurs most leaders are less concerned with employees. It seemed leaders failed to give warning to office workers who come not just in time, and leaders not involve employees in the decision-making process so that less intertwining good communication with employees. It can be seen from the problems occurred at the Department of Energy and Mineral Resources of West Sumatra Province as follows:

| Problem Management aspects | Cause |
|----------------------------|-------|
| 1. HR performance is not maximized | - There is still not in accordance with the placement of human resources expertise and competence evidenced by the realization of part of the work program only reaches 10%-20% in 2014 |
| 2. Lack of supervision leaders | - Still the employees who arrive late |
| 3. Activities of human resource development is not optimal | - Still the employees who did not make timely after the lunch break. |

SOURCES: department of ESDM West Sumatera Province (2015)

Based on Table 2 above can be seen as a lack of communication between the leadership of the staff at the Department of Energy and Mineral Resources of West Sumatra province resulted in the emergence of various problems, among others, the performance of human resources is not maximized, service coverage is not maximized, the lack of supervision of the management, as well as the activities of human resource development has not implemented optimally resulting organizational goals have not been reached as to which has been set. Problems arising at the Department of Energy and Mineral Resources of West Sumatra province over whether or not related to the implementation of organizational culture in the office. Therefore, as a leader in an organization, be of good communication with employees, so that the problems faced in the organization can be resolved and the objectives can be achieved with good organization.

According Wirawan [4] one of the factors that influence organizational culture is leadership. Leaders expressed their organizational culture through what they say and what they do, in the hope of leadership behavior was followed by his subordinates. A leader must be able to create a strong organizational culture, with the sense that culture is followed, executed by all members of the organization, and leadership must also be able to follow the changes in the state that organizational culture run in accordance with the times.
According Sutrisno [5], organizational effectiveness can be improved by creating a strong culture, which can be used to achieve organizational goals. Strong organizational culture will provide a clear understanding of how the settlement of the affairs of the organization, providing stability to the organization so that organizational goals can be achieved. Organizational culture will provide direction or guidance behavior in organizations in which the organization cannot behave as they please. In addition, the organization's culture and vision determining similarity measures for human resources to carry out their duties and responsibilities so as to improve the function and performance in the organization. According to Tika [6] strong organizational culture helps performance because it creates a tremendous level of motivation within the employees, as well as providing the necessary structures and controls without having to rely on a formal bureaucracy that can suppress the growth of motivation and innovation.

Based on preliminary observations by the author from the field observations and interviews with staff at the Department of Energy and Mineral Resources of West Sumatra Province as an organizational culture that happens is still not run with the condition. It can be seen from a variety of bad habits at the office performed by employees, such as arriving late, used to delay the work, more relax during business hours such as sitting in front of the office to smoke for a male employee. If it is allowed, it will result in reduced performance at the Department of Energy and Mineral Resources of West Sumatra province. Organizational culture is not so strong at the workplace makes employees less capable of working. Work performed tends to be done not because the responsibility but rather to work as subsistence and complete the task that has been instructed by the leadership.

In an organization must have a culture and a good work ethic because of the organization's culture is the basis of formation of the organization. To realize such a good organizational culture, must be supported by the awareness of employees on the job, where awareness of the values embraced by an organization that can distinguish the identity of members of an organization with members in other organizations. Employees who have a good level of ability and is driven by a sense of belonging to the institution where he works, will be able to carry out the duties and responsibilities well.

Employees are actors who support the achievement of objectives. To develop positive attitudes that will drive employees to achieve organizational goals, the motivation should be enhanced, both external and internal motivation motivation. According Hasibuan [7] motivation is the driving force provision that creates the excitement of a person in order for them to cooperate, to work effectively and integrated with all his efforts to achieve satisfaction.

According Danim [8] human presence allows organizational leaders are motivated to work effectively and efficiently with specific accountability, so that leadership implies the ability to motivate, how the leadership ability to motivate subordinates so that subordinates actually called upon to do the work. According Wirawan [4], one role of organizational culture is motivation, organizational culture is a social energy that makes the organization's members to act. Organizational culture to motivate members of the organization to achieve organizational goals. Organizational culture contains norms behavior, social, and norms adopted by each individual therein to direct their actions in achieving the goals of the organization, with a social environment conducive workplace turned out to affect the morale and motivation of employees in an organization. According Mangkunagara [9] one of the factors that affect performance are motivation, motivation is a condition that drives self-tearah employees to achieve organizational goals. Motivation at work is a very important factor supporting the achievement of organizational goals, because the motivation is encouraging, and supporting human behavior so willing to work diligently and passion to achieve optimal results.

If the employee in performing employment based on the motivation to work the employee will perform the job in earnest and responsible. Employees who have a high motivation will certainly have a high awareness to be responsible for the work and vice versa. At the Department of Energy and Mineral Resources of West Sumatra province there is indication that cause low employee motivation as a lack of attention, recognition, and rewards both financial and nonfinancial on the ability of individual employees in carrying out the work. It is based on employee career development efforts are only seen from the Table of Ranks Sequence (DUK) alone. Employees who have the highest order to gain
recognition for awards, although education, knowledge, skills and insight into his thinking less than employees with low DUK. Low motivation of employees working at the Department of Energy and Mineral Resources of West Sumatra province can also be demonstrated by the frequent delays employee enters the office or home sooner than the appointed hour, declining morale and initiative of the employees in carrying out the work, as well as the completion of the work is slow because employees happy chatting than working. In line with the above, according to Armstrong and Baron in Wibowo [3] one of the factors that affect performance are Leadership factor, where the quality of encouragement, guidance and support given by the leadership to a subordinate influence on employee performance.

Based on the background of the above problems, the study aims to see: How far the influence of organizational culture of leadership at the Department of Energy and Mineral Resources of West Sumatra province?, the extent of leadership affect the motivation of employees working at the Department of Energy and Mineral Resources of West Sumatra province?, the extent of organizational culture influence the motivation of employees working at the Department of Energy and Mineral Resources of West Sumatra province?, the extent of leadership affect the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province?, the extent of organizational culture influence on the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province?, the extent of motivation affect the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province?. Pictures conceptual framework shows the influence of the independent variables with the dependent variable as shown below

![Conceptual Framework](image)

**Figure 1. Conceptual Framework**

2. Research Methods
This research is classified as descriptive research associative. The populations in this study were employees at the Department of Energy and Mineral Resources of West Sumatra Province totaling 87 people. In connection with the small sample size, in this study the overall population is used as a sample. Types and sources of data by the author in this study are primary data and secondary data. Primary data came from questionnaires or questionnaires to employees of the Department of Energy and Mineral Resources of West Sumatra province. While secondary data is the data obtained from the Division of Program and Section Officer Office of Energy and Mineral Resources of West Sumatra province.

To determine the influence of independent variables on the dependent variable. Analysis of the data used is Partial Least Square (PLS), which assisted with the application program Smart PLS. PLS analysis has two models, namely inner and outer models. Outer models are also called measurement model, which shows the specification of the relationship between variables with the indicator. Whereas the inner workings of the model is also called the structural model shows a relationship between the specifications of latent variables, namely the exogenous variables with endogenous variables.

Evaluating if the fit Outer Goodness Model, validity and reliability of the instrument can be known. Validity test conducted to determine the validity of an instrument of research. While the reliability test
is performed to measure the extent to which the measurement results can be trusted and relied upon as a measuring tool. Evaluation for the outer model can be done through convergent validity, discriminant validity and reliability composite.

Convergent validity is a measurement of the correlation between the score of the indicator with the latent variable scores. In other words, convergent validity is used to measure to determine whether any indicators that estimated a valid measure the dimensions of the concept being measured, the loading value of 0.5 to 0.6 is considered sufficient according to Wiyono [10]. Discriminant Validity is a measurement indicator of the latent variables.

Discriminant measurement validity assessed by measurement of cross loading the constructs. If the correlation constructs the basic measurements (each indicator) is greater than the size of the other constructs, then the latent constructs predict a better indicator than the other CONSTRUCTS. Additionally, discriminant validity can be done by comparing the value AVE square root of each construct the correlation between the constructs of the other constructs in the model. If the root value AVE of a construct is greater than the correlation value against other constructs in the model, it can be concluded that constructs have good discriminant validity.

Composite Reliability indicates the degree that indicates a common latent (unobserved). Acceptable limit asset value for the level of reliability of composite is 0.7 [10]. Goodness of fit for evaluation conducted by looking at the Inner Models percentage variance explained by looking at R2. While the model constructs used to measure the square Q predictive relevance. Q -square calculations can be performed using the formula:

\[
Q^2 = 1 - (1-R_{12}^2) (1-R_{22}^2) \ldots (1-R_{p2}^2)
\]

3. Results and Discussion

Descriptive of Research Variables. This study consisted of exogenous variables, endogenous and intervening variables. Exogenous variables in this study are Leadership (X1), and Cultural Organization (X2). Endogenous variable is employee performance (Y). Intervening variable is work motivation (X3). For leadership, variable declaration consists of 11 items, for the variable of organizational culture consists of 17 items statement, to work motivation as much as seven statement items, and for employee performance, fickle declaration consists of 10 items. For the entire, exogenous and endogenous mirrored by using a Likert scale (five alternative answers). Descriptive analysis for each of the study variables can be seen from the table below.

| Variables Research          | TCR   | Criteria |
|-----------------------------|-------|----------|
| Leadership                  | 3.40  | 68.05    | good    |
| Organizational culture      | 3.88  | 77.50    | good    |
| Motivation of work          | 3.61  | 72.22    | good    |
| Employees performance       | 3.99  | 79.85    | good    |

Source: Primary Data Processing (2015)

Data on leadership, organizational culture, motivation and performance of employees is taken from a questionnaire distributed to 87 respondents. Based on the table above, we can see that the average of 3.40 with a level of achievement leadership Respondents (TCR) 68.05% belonging to both criteria means that how the leadership of subordinates has been correctly noticed. For organizational culture variables on average scores obtained with the 3.88 Achievement Level Respondents (TCR) of 77.50%, which belong to both criteria means the culture of the organization has been running rightly. To work motivation mean score obtained were 3.61 at Achievement Level Respondents (TCR) 72.22% belonging to both criteria means that employees highly motivated. And for employee performance variables
average of 3.99 obtained by Achievement Level Respondents (TCR) 79.85% were classified as excellent means to the criteria of performance generated by employees has been very good.

3.1 Testing Model

Furthermore, in order to see the validity of a construct could also see the value of Average Variance Extracted (AVE) for each construct, where the value of AVE for each construct should be above 0.50. At which the output value for all constructs composite reliability is above 0.70, which means that all constructs the models meet the criteria. Furthermore, for the evaluation of the inner workings of the model by looking pesetas variance explained by looking for latent constructs dependent R2. The value of R Square for the variable of organizational culture of 0.298178, which means the value of a variable indicates that organizational culture is influenced by variables of leadership by 29.82% while the remainder is equal to 70.18% influenced by other variables that are not in described in the model. Furthermore, for the work motivation of 0.688492, which means that value indicates that work motivation is influenced by variables of leadership, and organizational culture amounted to 68.85% while the remaining 31.15% influenced by other variables that are not included in the model. Next, for employee performance variables obtained at 0.824767, meaning that the value indicates that the variable of leadership, organizational culture and work motivation can influence employee performance variables by 82.48% while the remaining 17.52% influenced by other variables that are not in This research model. Based on calculations using the formula above, it is known that the value of Q2 amounted to 0.846767, or by 84.68%, meaning that the model used in this study may explain the information contained in the data amounted to 84.68%. Evaluation for inner model next see the path coefficients (path coefficient), in the following table:

| Table 4. Path Coefficient |
|---------------------------|
| effect                   | Value of Path Coefficient | T count  |
| leadership-> organizational culture | 0.546057                  | 4.843763 |
| leadership -> motivation of work | 0.592085                  | 4.784161 |
| Organizational culture -> motivation of work | 0.341864                  | 2.734991 |
| leadership -> employees performance | 0.257050                  | 2.912086 |
| Organization culture -> employees perform | 0.201542                  | 2.070950 |
| Motivation of work -> employees | 0.545084                   | 5.332501 |

Source: Primary Data processing 2015

4. Discussion

4.1 The influence of leadership on organizational culture.

Leadership includes four indicators of motivating, directing, guiding and inspiring. Leadership based on analysis shows the average score of 3.40 research questionnaire, in general these figures show that leadership affects both the organizational culture at the Department of Energy and Mineral Resources of West Sumatra province. Based on data analysis and hypothesis testing that has been done, the influence of organizational culture of leadership at the Department of Energy and Mineral Resources of West Sumatra Province of 0.546057 to 4.843763 t count> t table 1.6634 which means Ha accepted H0 is rejected. This shows that leadership significant positive effect on organizational culture. It means the better the leadership of attention employees in carrying out all the work to further improve the existing organizational culture at the Department of Energy and Mineral Resources of West Sumatra province.
Results of this study are supported by the opinions Wirawan [4] one of the factors that influence organizational culture is leadership. The leader convey organizational culture through what they say and do, in the hope of leadership behavior was followed by his subordinates. The same study conducted by Nurwati [11], they found that the leadership of positive and significant impact on organizational culture. Effective leadership will determine the formation or behavioral changes within the organization, where such behavior is regarded as a strong organizational culture that is appropriate to its environment.

Based on the above it can be concluded that leadership and significant positive effect on the culture of the organization, the better the leadership of implementing rules in accordance with the needs of employees it will be better at the employee in performing organizational culture so that uniformity among employees will be higher.

4.2 The influence of leadership on work motivation
Leadership includes four indicators of motivating, directing, guiding and inspiring. Leadership based on analysis shows the average score of 3.40 research questionnaire, in general these figures show that leadership good effect on the motivation of employees working at the Department of Energy and Mineral Resources of West Sumatra province.

Based on data analysis and hypothesis testing that has been done, the effect of motivational leadership to work at the Department of Energy and Mineral Resources of West Sumatra Province of 0.592085 to 4.784161 t count > t table 1.6634 which means Ha accepted Ho is rejected. This shows that leadership significant positive effect on employee motivation. Means the better the leadership of attention employees in carrying out all the work the more it will increase the motivation of employees in a work that is at the Department of Energy and Mineral Resources of West Sumatra province.

Results of this study are supported by the opinions Danim [8] states that the presence of the leader allows humans organizational motivated to work effectively and efficiently with accountability particular, that the leadership implies the ability to motivate, how the ability of the leadership to motivate subordinates so that subordinates actually called upon to do the job. The results are consistent with research conducted by Rawung [11] which states that there is a positive and significant influence between leadership on work motivation. The better leaders pay attention to, and provide encouragement to employees it will increase the motivation of employees in work.

Based on the above it can be concluded that leadership and significant positive effect on work motivation, the better the leadership of attention, provide encouragement and care for employees, then the higher the motivation to work so that organizational goals can be achieved optimally.

4.3 The influence of organizational culture on work motivation
Organizational culture includes seven indicators among which innovation and courage to take risks, attention to details, results from orientation, people orientation, team orientation, aggressiveness and stability. Organizational culture based on analysis shows the average score of 3.88 research questionnaire, in general these figures show that a good organizational culture influence on the motivation of employees working at the Department of Energy and Mineral Resources of West Sumatra province.

Based on data analysis and hypothesis testing that has been done, the influence of organizational culture on work motivation at the Department of Energy and Mineral Resources of West Sumatra Province of 0.341864 to 2.734991 t count > t table 1.6634, which means ha accepted H0 is rejected. This suggests that organizational culture significant positive effect on employee motivation. It means the better the culture of the organization run by employees who increase the motivation of employees working at the Department of Energy and Mineral Resources of West Sumatra province. According to Robins [13] organizational culture, is a system of shared meaning held by members who distinguished one organization to another. The stronger the organizational culture implemented by the higher employee motivation in the work.

Results of this study are supported by the opinions Wirawan [12] one role of organizational culture is motivation. Organizational culture remedy motivates members of the organization to achieve
organizational goals. With a strong organizational, culture poses a common understanding among members of the organization, so that the organization is achieving organizational goals. The results are consistent with research conducted by Eddy [13] which suggests that organizational culture positive and significant impact on employee motivation. The higher the level of implementation of the organization's culture will be the better employee motivation. Based on the above it can be concluded that organizational culture positive and significant effect on work motivation, the better implementation of the culture of the organization, the higher the motivation of employees in the work so that organizational goals can be achieved.

4.4 The influence of leadership on employee performance

Leadership includes four indicators of motivating, directing, guiding and inspiring. Leadership based on analysis shows the average scores of 3.40 are in the research questionnaire either category, while the performance of employees also includes four indicators among others, quality of work, quantity of work, whether or not in the count and attitude. Employee performance based on analysis shows the average score of 3.99 with a questionnaire study both categories. In general, the figures above a show that leadership affects both the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province.

Based on data analysis and hypothesis testing that has been done, the effect of leadership on the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province of 0.257050 with t count 2.912086> t table 1.6634, which mean Hypotesis alternative accepted Hypotesis nol is rejected. This shows that leadership is a significant positive effect on employee performance. It means the better the leadership of attention employees in carrying out all the work the more it will improve the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province.

Results of this study are supported by the opinions Armstrong and Baron in Wibowo [3] stated that one of the factors that affect performance is leadership, where the quality of encouragement, guidance and support given by the leadership to his subordinates high or low influence on employee performance. The results are consistent with research conducted by Soegihartono [14] showing that leadership and significant positive effect on employee performance. The better the leadership managing the organization and all its contents will be better at the performance of employees in the organization. Based on the above it can be concluded that leadership and significant positive effect on employee performance. The better leadership in the organization will be better at the performance of employees in the organization.

4.5 The influence of organizational culture on employee performance

Organizational culture includes seven indicators among which innovation and courage to take risks, attention to details, results from orientation, people orientation, team orientation, aggressiveness and stability. Organizational culture based on analysis shows the mean score of 3.88 with a research questionnaire either category, while the performance of employees includes four indicators among others, quality of work, quantity of work, whether or not in the count and attitude. Employee performance based on analysis shows the mean score of 3.99 with a questionnaire study both categories. In general, the figures indicate that organizational culture affects both the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province.

Based on data analysis and hypothesis testing that has been done, the influence of organizational culture on the performance of employees at the Department of Energy and Mineral Resources of West Sumatra Province of 0.201542 to 2.070950 t count > t table 1.6634 which means Ha accepted H0 is rejected. This suggests that organizational culture significant positive effect on employee performance. It means the better the course of the organization's culture will be the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province.

Results of this study are supported by the opinions Tika [6] states that a strong organizational culture can help performance because it creates a tremendous level of motivation within employees.
Organizational culture will provide direction or guidance in organizations where employees can not behave as they please. The results are consistent with research conducted by Eddy [13] which suggests that organizational culture positive and significant impact on employee performance. Strong organizational culture is created through a common vision, mission and goals of employees in the work, the more uniform the thought of employees in the work culture of the organization will be stronger so that the performance of employees will also increase. Based on the above it can be concluded that organizational culture positive and significant impact on employee performance, the better the implementation of the organization's culture, the performance of employees will increase.

4.6 The effect of work motivation on employee performance
Motivation work includes three indicators among which the need for success, the need for power and the need for the group. Work motivation based on analysis shows the average score of 3.61 with a questionnaire study both categories. While the performance of employees includes four indicators among others, quality of work, quantity of work, whether or not in the count and attitude. Employee performance based on analysis shows the average score of 3.99 with a questionnaire study both categories. In general, the figures above show that motivation affect both the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province.

Based on data analysis and hypothesis testing that has been done, the effect of work motivation on employee performance at the Department of Energy and Mineral Resources of West Sumatra Province of 0.545084 to 5.332501 t count > t table 1.6634 which means Ha accepted Ho is rejected. This suggests that motivation significantly positive effect on employee performance. Means the better the motivation of employees in the work the more it will improve the performance of employees at the Department of Energy and Mineral Resources of West Sumatra province.

Results of this study are supported by the opinions Hasibuan [7] states that one of the factors that affect performance motivation, motivation is a condition that drives self-directed employees to achieve organizational goals. Employees have high motivation in the work certainly would have a high awareness to take responsibility for his work. The results are consistent with research performed by Fauzi [15] which showed that motivation positive and significant impact employee performance. The higher the level of work motivation of employees, then the performance will be better, work motivation of employees can be enhanced with a variety of ways, for example, by showing care and concern of the leadership of the performance of employees, so that employees feel what he was doing appreciated by people in within the organization. Based on the above it can be concluded that motivation positive and significant impact on employee performance. The higher the motivation to work, the employee's performance will be optimal.

5. Conclusion
There is a positive and significant influence between the leadership of organizational culture at the Department of Energy and Mineral Resources of West Sumatra province. That is the better leader, the employee noticed further increase organizational culture at the Department of Energy and Mineral Resources of West Sumatra province. There is a positive and significant influence between the leadership of the working motivation of employees at the Department of Energy and Mineral Resources of West Sumatra province. It means greater attention to employee leadership. The more increase the motivation of staff at the Department of Energy and Mineral Resources of West Sumatra province. There is a positive and significant influence between organizational culture on work motivation of staff at the Department of Energy and Mineral Resources of West Sumatra province. Meaning that the higher culture of the organization is run by an employee, the more increase the motivation of staff at the Department of Energy and Mineral Resources of West Sumatra province. There is a positive and significant impact on employee performance between the leadership of the Department of Energy and Mineral Resources of West Sumatra province. That is, the better the leadership heeds the employees to further improve the performance of staff at the Department of Energy and Mineral Resources of West Sumatra province. There is a positive and significant influence between organizational culture on the
performance of staff at the Department of Energy and Mineral Resources of West Sumatra province. It means the better the culture of the organization run by employees then further improve the performance of staff at the Department of Energy and Mineral Resources of West Sumatra province. There is a positive and significant impact on the performance of labor between the motivation of staff at the Department of Energy and Mineral Resources of West Sumatra province.

Acknowledgments
We thank Nur Aulia Rafika as partner and three anonymous reviewers for constructive suggestions during the review process. We also thank Armida and Armiat for helpful comments on earlier versions of this paper.

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