



THE INFLUENCE OF CHANGES IN TECHNOLOGY AND ORGANIZATIONAL CULTURE ON INNOVATION PERFORMANCE THROUGH ORGANIZATIONAL

Ratri Wisnu Pertiwi¹, Kusuma Chandra Kirana², Eko Yulianto³

^{1,2,3}Department of Management, Sarjanawiyata Tamansiswa University

Email: ¹Ratriwisnu993@gmail.com, ²kusumack@ustjogja.ac.id, ³eko.yulianto@ustjogja.ac.id

ABSTRACT

The purpose of this paper is to understanding the role change technology, culture organization enhance performance innovation and commitment organization as mediation. This paper will give understanding in a deep factor what variable increase performance innovation direct or trough mediation. This study used a quantitative approach. Primary data collection using survey methods. Survey is a measurement process used to collect data using questionnaires. The result show that role Change Technology and culture resulting organization _from several reviews literature proven own influence positive to performance innovation, besides That commitment organization is also deep literature this is also affected by Change Technology and culture organization and also proven influence performance innovation. This thing becomes findings in study this and can become a conceptual research framework empirical.

Keywords: *change technology, culture organization, commitment organization, performance innovation.*

1. Introduction

A systematic literature search is recognized as an important component of the systematic review process. This involves a systematic search for studies and aims to produce transparent study identification reports, so that stakeholders can clearly know what has been done to identify the study, and how the findings of the review are placed on relevant evidence.

Companies in achieving a goal need the role of human resources. However, along with the development of the era of human resources, it is also very synonymous with technological updates and community culture that continues to develop very rapidly. The spread of technology continues to grow and gain progress everywhere. This growth is not only technological but also in several aspects. One of the most noticeable developments is the development of a culture.rapid technological advances certainly affect the social and cultural conditions of the nation. We know that currently in our environment must be very much influenced by the characteristics of cultural development Stoermer (2022).Human resources at this time are very dependent on technology. It is also undeniable that there is a cultural development that is used as opportunities to make business for entrepreneurs

Therefore, overall work innovation will grow in an organization with the development of technology, organizational culture, and organizational commitment from employees. This theoretical relationship is also supported by several empirical studies by Saether, (2019) which also found that technological developments, organizational culture, and organizational commitment have an influence on innovation performance.

2. Literature Review

2.1 The Effect of Technological Development on Innovation Performance

According to Chandra, Srivastava, (2020) the era of digital transformation will continue to usher in technology and information (ICT) that will develop everywhere and allow all organizations to use it. It is very important for an organization to keep abreast of technological developments because it is very influential with the innovation performance of employees. In this research, the implementation of good technological developments will be able to grow employee innovation performance.

H1: Technology Development has a positive effect on Innovation Performance.

2.2 The Influence of Organizational Culture on Innovation Performance

According to Muhamad Ekhsan & Septian (2021) diversity in people's lives, which is usually called culture, will cause several positive impacts in a company environment. In a company, of course, there are many religious employee cultures that must be used as a blend in order to form an Innovation Performance.

H2: Organizational Culture positively affects Innovation Performance

2.3 The effect of organizational commitment on innovation performance

Robbins and (Frimayasa & Lawu, 2020) define an employee's organizational commitment to identify an organization, its goals and expectations to remain a member of the organization where he works. The theoretical model states that employees who are committed to their work will always be involved in the innovation performance of the company.

H3: Organizational Commitment positively affects Innovation Performance

2.4 Effects of Technological Change to Organizational Commitment

According to Gustika Yolanda Putri (2013) stated that Technology Change at this time is very influential on organizational commitment because if someone in an organization can continue to develop and follow technological changes, employees must also have a commitment to continue to be involved in the organization.

H4: Technology Change positively affects Organizational Commitment

2.5 The Influence of Organizational Culture on Organizational Commitment

Organizational Culture is a belief and ethical principles of organizational members who play an important role in the organization's management system. Employee organizational commitment cannot be separated from the organizational culture applied, organizational culture is a guideline or basic assumption applied by employees in behaving in an organization (Ramezan, 2016).

H5: Organizational Culture positively affects Organizational Commitment.

3. Research Methods

This study used a quantitative approach. Primary data collection using survey methods. Survey is a measurement process used to collect data using questionnaires Jain (2013). This research starts with a hypothesis and involves appropriate procedures with specific data sources, therefore this research is included in confirmatory research research that aims to test a theory or hypothesis in order to strengthen or even reject the theory or hypothesis of pre-existing research results. Judging from the time dimension, this study is classified as a cross sectional study because it was carried out only once at a time (Cooper and Schindler in (Jain et al., 2013).

This study was conducted to examine the influence of technological change, organizational culture, and organizational commitment on innovation performance in giriloyo

batik employees. To collect data, a saturated sampling method is used by distributing questionnaires to respondents. In all, 50 responden were given to respondents. This quantitative method is suitable for examining the relationship between various factors and understanding how those factors can influence each other. The designed questionnaire was developed after referring to several previous studies that included selected construct measurement scales. The dependent variables are organizational commitment and innovation performance.

4. Research Findings and Discussion

4.1 Validity and Reliability Test

A validity test item is said to be valid if the value of r is calculated $> r$ table 0.2876. Testing results in technology change (0.353 to 0.625), organizational culture (0.721 to . . 908), Innovation Performance (0.930 to 0.696), and organizational commitment (0.791 to 0.843) or all instruments can be said to be reliable.

4.2 Uji Hipotesis

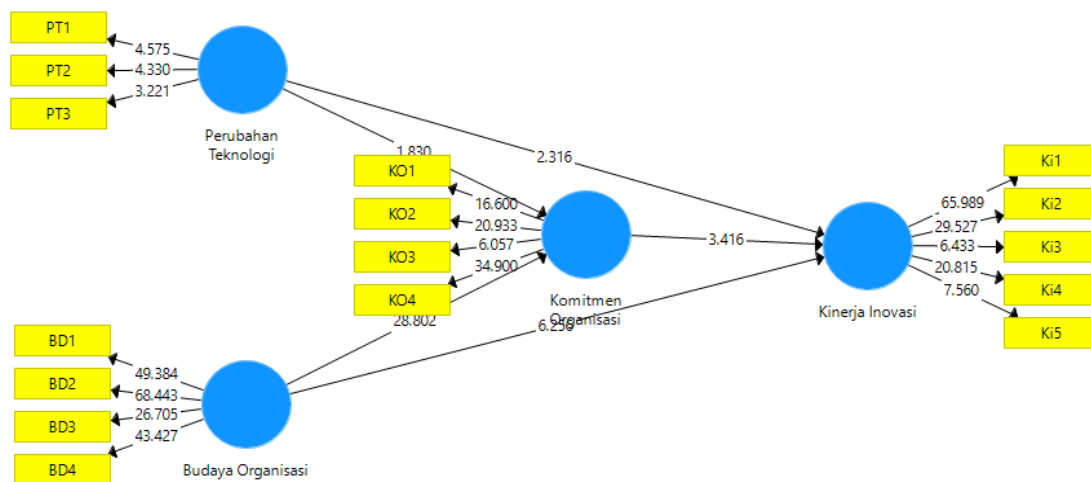


Figure 1

4.3 Organizational Culture influences Innovation Performance

Based on the table shows that the relationship between the independent variable and the dependent variable is as follows: the magnitude of the cophysical parameters of the Organizational Culture (BO) variable to Innovation Performance (KI) of 0.620, Sample Mean 0.15, Standard Dev 0.099, T Statistics 6.256 and P Values $0.000 < 0.05$, showing that Organizational Culture has a significant effect on Innovation Performance

4.4 Organizational Culture influences Organizational Commitment

Based on the table shows that the relationship between the independent variable and the dependent variable is as follows: The magnitude of the coefficient of the parameter of the Organizational Culture (BO) variable to Organizational Commitment (KO) is 0.878, Sample mean is 0.885, Standard Dev 0.30, T stastic 28.802 and P Values $0.000 < 0.05$, shows that Organizational Culture has a significant effect on Organizational Commitment.

4.5 Organizational Commitment Affects Innovation Performance

Based on the table shows that the relationship between the independent variable and the dependent variable is as follows: The magnitude of the coefficient of the Organizational

Commitment parameter (KO) to innovation performance (IP) of 0.348, sample mean 0.357, Standard Devian 0.102, T statistic 3.416, and P Values $0.0001 < 0.05$ shows that Organizational Commitment has a significant effect on Innovation Performance.

4.6 Technological Change affects Innovation Performance

Based on the table shows that the relationship between the independent variable and the dependent variable is as follows: The magnitude of the Technology Change (PK) parameter coefficient on innovation performance (IP) is 0.105, Sample Mean 0.094, Standard Dev 0.045, T statistic 2.316 and P Values $0.021 < 0.05$ shows that Technology Change affects Innovation Performance.

4.7 Organizational Change has no effect on Organizational Commitment

Based on the table shows that the relationship between independent variables and dependent variables is as follows: The magnitude of the coefficient of the parameters of the Organizational Change (PO) variable to Innovation Performance (IP) is 0.129, Sample Mean 0.125, Standard Devian 0.070, T statistic 1.830 and P Values $0.068 > 0.05$, shows that technological changes to organizational commitment, are not significant.

5. Conclusion

This research was conducted on employees of Batik Giloyo MSMEs, with the results of organizational culture affecting innovation performance, organizational culture affecting organizational commitment work commitment affecting innovation performance, technological change affecting innovation performance, while there is no influence on technology change variables on organizational commitment.

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