



Research Paper

The Effect Of Extrinsic Motivation, Organizational Culture, And Employee Engagement On Employee Performance In Indonesian Film Censorship Board(Lsf)

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ABSTRACT

The success of a company is largely determined by the performance of human resources owned by the company. The company can be said to be successful if the performance of its human resources is increased and the target is achieved. Indonesia has one institution authorized to censor films and film advertisements, namely Indonesian Film Censorship Board (LSF) which is permanent and independent which has the task of censoring films and film advertisements before they are distributed to the general public. There has been a decline in performance at LSF over the past 4 years due to extrinsic motivation, organizational culture and employee engagement that are not strong enough. Because extrinsic motivation, organizational culture and employee engagement are factors in improving employee performance. The purpose of this study was to determine the effect of extrinsic motivation, organizational culture and employee engagement on employee performance at LSF. This study uses quantitative descriptive research methods. Data was collected by distributing questionnaires to 51 respondents with the sampling technique used, namely non-probability sampling type of saturated sample. Analysis of the data used is multiple linear regression. The results showed that extrinsic motivation, organizational culture and employee engagement had a positive and significant effect on employee performance at LSF. From the results of the study, it was concluded that extrinsic motivation, organizational culture and employee engagement had an influence on employee performance at LSF by 59.5%, and the remaining 40.5% was influenced by other factors not examined in this study.

KEYWORDS: extrinsic motivation, organizational culture, employee engagement, performance, Indonesian Film Censorship Board

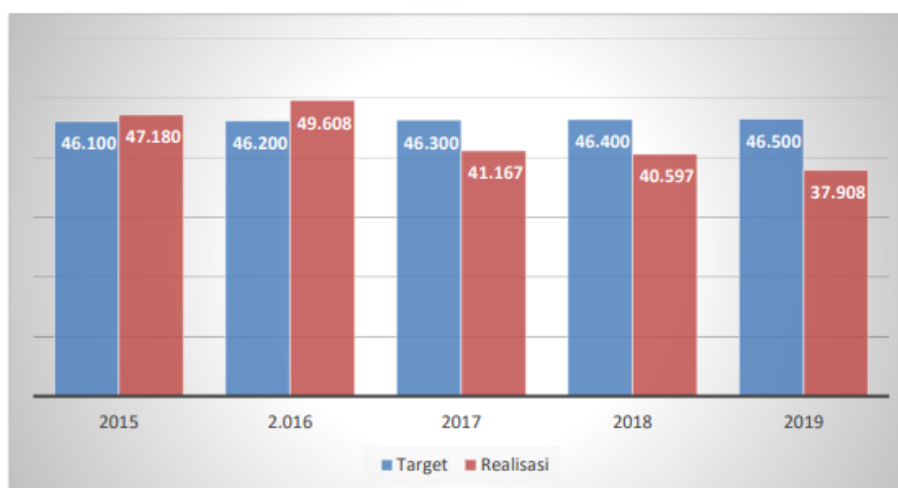
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I. INTRODUCTION

The success of a company is largely determined by the performance of HR (Human Resources) owned by the company. A company can be said to be successful if its HR performance increases, turnover is low, targets and targets are achieved. According to [2] Performance is the result of a job achieved by a person in carrying out the tasks that have been assigned to him based on his obligations, experience, skills, and sincerity. Achievement of performance can be measured by looking at the targets and targets that have been achieved from a company.

Improved employee performance will bring progress to an organization or company. Therefore, increasing the company's efforts to improve employee performance is the most serious management challenge. The clearer the role of employee performance in an organization so that it is mandatory for companies to think of the right strategy to improve employee performance.

Indonesia has one institution authorized to censor Film and Film advertisements, namely the Film Censorship Institute. *Indonesian Film Censorship Board* (LSF) is a permanent and independent institution that has the task of censoring films and film advertisements before they are circulated and/or shown to the general public. Based on the duties of the LSF as described above. The following are the performance achievements of film censorship and film advertisements censored at LSF In 2019, (Source: LSF web).



Picture 1. Performance LSF in 2019
Source: *Indonesian Film Censorship Board*

From the graph, it can be seen that the achievement of film censorship and film advertising has decreased in the last 3 years. In fact, as the vanguard of the nation's culture, LSF should be able to complete censored films and film advertisements before they are broadcast, so that every film and film advertisement circulating is safe to watch.

Employee performance is influenced by several factors, namely compensation, employee training, work environment, work culture, leadership, motivation, discipline, job satisfaction [1]. The phenomenon of declining performance at LSF is also one of the things related to problems with employee engagement, because if employees feel engaged, then employee performance will increase. This is in accordance with the explanation of Markos and Sridevi [2] that when employees feel engaged, the more likely the company's productivity level is above average.

According to research conducted by Ryan *et.al*[3], it shows a significant influence between extrinsic factors and employee performance. The results showed that employee performance could be improved by increasing extrinsic factors. In addition, research on the influence of organizational culture on performance has also been carried out by Sudarman *et.al*[4] from this study showing significant results between the influence of organizational culture on employee performance and finding organizational culture such as rituals, values and heroes have a great influence and significant to employee performance and so on. In addition to extrinsic motivation factors and organizational culture, there is also research on the effect of employee engagement on employee performance that has been carried out by Nazneen *et.al* [5]. The results of this study are that employee engagement has a significant influence on job performance.

Research has explained the fact that extrinsic motivation, organizational culture and employee engagement have an effect on employee performance. Therefore, it is hoped that a company will be able to improve motivation, organizational culture, employee engagement of each of its human resources in order to survive, compete and continue to improve so that the company can advance and keep up with the times.

Indonesian Film Censorship Board (LSF) is the only institution in Indonesia that has the authority to censor shows that will be shown on television, cinema, or communication networks. Every employee at LSF is required to be able to work in accordance with the responsibilities given and adapt to the environment and colleagues who have characters from different places. Given the importance of human resources related to factors of extrinsic motivation, organizational culture, and employee engagement, LSF must be able to pay attention to these factors properly for the success of an institution. LSF needs to have qualified and competent human resources to be able to carry out the vision and mission of the LSF itself.

Based on the description of the problem that has been described in the background of the problem above, the main problems are formulated as follows:

1. Is there any effect of perceived extrinsic motivation on employee performance at LSF?
2. Is there any effect of organizational culture perception on employee performance at LSF?
3. Is there any effect of employee engagement perception on employee performance at LSF?

II. METHODOLOGY

The type of research used is descriptive study research with quantitative methods. In this study, quantitative data was collected by distributing questionnaires to 51 respondents with the sampling technique used, namely non-probability sampling type of saturated sample. Quantitative data from the questionnaire was

processed using a Likert scale measurement. This study uses multiple linear regression analysis model which is an analysis tool for forecasting the value of the influence of two independent variables or not a functional relationship or causal relationship between two or more independent variables (X1), (X2), (X3).....(Xn) with one dependent variable.

The data collection technique is that the researcher distributes a questionnaire for primary data, and as secondary data the researcher conducts interviews. The data analysis technique was carried out descriptively with continued testing of research instruments, classical assumptions and hypothesis testing. The purpose of this data analysis technique is to determine whether the independent variable has a relationship with the dependent variable. In this study, the variable data used came from LSF. To analyze the data in this study using the IBM SPSS (Statistical Package for the Social Science) version 21. The general equation for multiple regression is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3$$

- Y : Subjects in the predicted dependent variable
- A : Price of Y if X = 0 (constant price)
- b1 : Number of direction or regression coefficient, which shows the number of increase or decreasedependent variable based on independent variable 1
- X1 : Subject on independent variable 1 which has a certain value
- b2 : The direction number or regression coefficient, which shows the increase or decrease in the dependent variable based on the independent variable 2
- X2 : Subject on independent variable 2 which has a certain value
- b3 : The direction number or regression coefficient, which shows the number of increase or decreasedependent variable based on independent variable 3
- X3 : Subject to independent variable 3 which has a certain value

III. RESULT AND DISCUSSION

3.1. Result

3.1.1. Validity Test

Validity test is used to measure whether or not a questionnaire is valid [6]. A questionnaire is said to be valid if the statement of a questionnaire is able to reveal something that will be measured by the questionnaire. The significance test was carried out by comparing the calculated r value with the r table for degree of freedom (df) = n-2, in this case n is the number of samples and alpha = 0.05. If r count is greater than r table and the value is positive, then the item or question or indicator is declared valid [7].

Table 3.1.Extrinsic Motivation (X1) Validity Test Result

Variable	Number	r-count	r-table	Description
EXTRINSIC MOTIVATION (X1)	1	0.305	0.2759	Valid
	2	0.683		Valid
	3	0.770		Valid
	4	0.536		Valid
	5	0.578		Valid
	6	0.445		Valid
	7	0.648		Valid
	8	0.628		Valid

Source :Data Processing Results SPSS Ver.21

Based on the results (Table 3.1) of the r-table observation, the value of the sample (N) = 0.2759 from the validity test that all X1 instruments all produce a value (r-count) > than the r-table of 0.2759, seen from the total X1 variable which produces a number more than the r-table, so it can be concluded that the X1 variable in this study can be said to be valid.

Table 3.2.Organizational Culture (X2) Validity Test Result

Variable	Number	r-count	r-table	Description
ORGANIZATIONAL CULTURE (X2)	1	0.583	0.2759	Valid
	2	0.631		Valid
	3	0.732		Valid

4	0.659	Valid
5	0.736	Valid
6	0.724	Valid
7	0.737	Valid
8	0.576	Valid

Source :Data Processing Results SPSS Ver.21

Based on the results (Table 3.2) of the r-table observation, the value of the sample (N) = 0.2759 from the validity test that all X2 instruments all produce a value (r-count) > than the r-table of 0.2759, seen from the total X2 variable which produces a number more than the r-table, so it can be concluded that the X2 variable in this study can be said to be valid.

Table 3.3 Employee Engagement (X3) Validity Test Result

Variable	Number	r-count	r-table	Description
EMPLOYEE ENGAGEMENT (X3)	1	0.582	0.2759	Valid
	2	0.563		Valid
	3	0.476		Valid
	4	0.550		Valid
	5	0.671		Valid
	6	0.606		Valid
	7	0.638		Valid

Source :Data Processing Results SPSS Ver.21

Based on the results (Table 3.3) of the r-table observation, the value of the sample (N) = 0.2759 from the validity test that all X3 instruments all produce a value (r-count) > than the r-table of 0.2759, seen from the total X3 variable which produces a number more than the r table, so it can be concluded that the X3 variable in this study can be said to be valid.

Table 3.4. Employee Performance (Y) Validity Test Result

Variable	Number	r-count	r-table	Description
EMPLOYEE PERFORMANCE (Y)	1	0.752	0.2759	Valid
	2	0.744		Valid
	3	0.677		Valid
	4	0.571		Valid
	5	0.695		Valid
	6	0.700		Valid
	7	0.701		Valid
	8	0.671		Valid
	9	0.650		Valid
	10	0.398		Valid
	11	0.570		

Source :Data Processing Results SPSS Ver.21

Based on the results (Table 3.4) of r-table, the value of the sample (N) = 0.2759 from the validity test that all Y instruments all produce a value (r-count) > from r-table of 0.2759, seen from the total Y variable which produces a number more than r-table, so it can be said that the variable Y in this study can be said to be valid.

3.1.2. Reability Test

A construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.60 (Ghozali, 2012)[7]. The results of the calculation of the reliability test using SPSS 21 software can be seen as follows:

Table 3.5 Variable Reliability Test Results

Variable	Cronbach Alpha	Description
Extrinsic Motivation (X1)	0.702	Reliabel
Organizational Culture (X2)	0.824	Reliabel
Employee Engagement (X3)	0.672	Reliabel
Employee Performance (Y)	0.863	Reliabel

Source :Data Processing Results SPSS Ver.21

From the results of the reliability test (Table 3.5) X1, X2, X3, and Y, the value of the Y variable results in a value > 0.06 alpha Cronbach and it can be concluded that all instruments in the X1, X2, X3, and Y variables in this study produce high reliability.

3.1.3. Normality Test

Normality test is a test carried out with the aim of assessing the distribution of data in a group of data or variables, whether the distribution of the data is normally distributed or not with a standard significant value of > 0.05

Table 3.6 Normality Test Result (Kolmogorov-Smirnov Test)

No	Variable	Value
1	Extrinsic Motivation (X1)	0.275
2	Organizational Culture (X2)	0.054
3	Employee Engagement (X3)	0.062
4	Employee Performance (Y)	0.120

Source :Data Processing Results SPSS Ver.21

a. Independent Variable, Extrinsic Motivation (X1)

The normality test on the extrinsic motivation variable (X1) gives the probability result of Asymp.Sig. = 0.275. Because the significance value is more than the research test level ($0.275 > 0.05$), it can be concluded that the Branding variable data tested is normally distributed so that it meets the requirements for statistical inference analysis.

b. Independent Variable, Organizational Culture (X2)

The normality test on the organizational culture variable (X2) gives the probability result of Asymp.Sig. = 0.054. Because the significance value is more than the research test level ($0.054 > 0.05$), it can be concluded that the Quality Service variable data tested is normally distributed so that it meets the requirements for statistical inference analysis.

c. Independent Variable, Employee Engagement (X3)

The normality test on the employee engagement (X3) variable gives the probability result of Asymp.Sig. = 0.062. Because the significance value is more than the research test level ($0.062 > 0.05$), it can be concluded that the Satisfaction variable data tested is normally distributed so that it meets the requirements for statistical inference analysis.

d. Independent Variable, Employee Performance (Y)

The normality test on the employee performance variable (Y) gives the probability result of Asymp.Sig. = 0.120. Because the significance value is more than the research test level ($0.120 > 0.05$), it can be concluded that the interest variable data tested is normally distributed so that it meets the requirements for statistical inference analysis.

3.1.4. Multicollinearity Test Result

Table 3.7 Multicollinearity Result

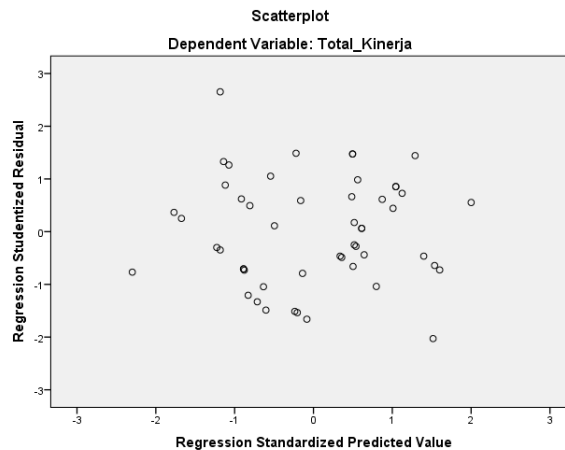
No	Variable	Value
1	Extrinsic Motivation (X1)	1.622
2	Organizational Culture (X2)	2.019
3	Employee Engagement (X3)	1.479

Source :Data Processing Results SPSS, 2021

Based on the results of the table (Table 3.7), it can be seen that the multicollinearity test value of each variable has a VIF value above 0.10 which consists of extrinsic motivation X1 worth 1,622, Organizational Culture X2 worth 2,019, and employee engagement X3 worth 1,479, which means that multiple linear regression analysis does not have a correlation problem between independent variable.

3.1.5. Heteroskedasticity Asumsion Test

Heteroscedasticity test is a test that assesses whether there is an inequality of variance from the residuals for all observations in the linear regression model. This test is one of the classical assumption tests that must be performed on linear regression. According to Imam Ghozali [8] there is no symptom of heteroscedasticity if there is no clear pattern (wavy, widening and then narrowing) in the scatterplots image, and the points spread above and below the number 0 (zero) on the Y axis.



Picture 2. HeteroskedasticityAsumsion Test Result
Source :Data Processing Results SPSSVer.21

Based on the picture above (Picture 2), the results of the Heteroscedasticity analysis or scatterplot of the variables X1, X2, X3 against Y can be seen that the points in the image spread randomly, and are spread above and below the number 0 on the Y axis. It can be concluded that there is no the occurrence of heteroscedasticity which is in accordance with the characteristics of the absence of heteroscedasticity in the data.

3.1.6. Multiple Linear Regression

Multiple linear regression analysis is a linear relationship between two or more independent variables (x1, x2,, xn) with the dependent variable (Y). This analysis is to determine the direction of the relationship between the independent variable and the dependent variable whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases.

Table 3.8. Multiple Linear Regression Analysis

No	Name	Coefficient Regression
1	Constant	4.591
2	Extrinsic Motivation (X1)	0.061
3	Organizational Culture (X2)	0.386
4	Employee Engagement (X3)	0.876

Source :Data Processing Results SPSSVer.21

Based on the results in the table above (Table 3.8), the following regression equation is obtained: $Y = 4.591 + 0.061X_1 + 0.386X_2 + 0.876X_3$. The regression equation above shows the relationship between the independent variable and the dependent variable partially, from the equation it can be concluded that the constant value is 4.591, meaning that if there is a change in the extrinsic motivation variable, organizational culture, and employee engagement (the values of X1, X2, and X3 are 0) then the performance of employees in LSF is 4.591 units.

3.1.7. T -Test

Partial testing can be seen through the results of the t-test. The t-test is used to test the significance of the

relationship between the X and Y variables partially or it can be said that the t-test basically shows how far one independent variable individually explains the dependent variations [7].

Table 3.9T-Test Result

No	Variable	t-count	Sig. Value
1	Extrinsic Motivation (X1)	0.327	0.745
2	Organizational Culture (X2)	2.359	0.023
3	Employee Engagement (X3)	4.683	0.00

Source :Data Processing Results SPSSVer.21

a. Extrinsic Motivation T-Test Results on Employee Performance

Base on result (Table 3.9) of testing with the partial hypothesis of the t-test as shown in the table above, the extrinsic motivation variable X1 obtained a t-count value of 0.327. While the statistics table (t-table) and hypothesis testing with $\alpha = 5\%$. With the degree of freedom of the test is $n - k = 51 - 4 = 47$, the t-table value is 2.01174, t-count $0.327 < t\text{-table } 2.01174$ which means the t-count is smaller than the t-table value so it can be concluded that the independent variable of extrinsic motivation X1 is partial has no effect on employee performance (Y).

b. Organizational Culture T-Test Results for Employee Performance

Base on result (Table 3.9) of testing with the partial hypothesis of the t-test as shown in the table above, the organizational culture variable (X2) obtained a t-count value of 2.359 While the statistics table (t-table) and hypothesis testing with $\alpha = 5\%$. With the degree of freedom of the test is $n - k = 51 - 4 = 47$, the t-table value is 2.01174, t-count is $2.359 > t\text{-table } 2.01174$ which means the t-count is more than the t-table value so it can be concluded that the independent variable of organizational culture X2 is partial has an influence on employee performance (Y).

c. Employee Engagement T-Test Result for Employee Performance

Base on result (Table 3.9) of testing with the partial hypothesis of the t-test as shown in the table above, the employee engagement (X3) obtained a t-count value of 4.683 While the statistics table (t-table) and hypothesis testing with $\alpha = 5\%$. With the degree of freedom of the test is $n - k = 51 - 4 = 47$, the t-table value is 2.01174, t-count is $4.683 > t\text{-table } 2.01174$ which means the t-count is more than the t-table value so it can be concluded that the independent variable of employee engagement (X3) is partial has an influence on employee performance (Y)

3.1.8. F-Test

F-test to prove that Extrinsic Motivation X1, Organizational Culture X2, Employee Engagement X3, has a direct positive effect on Y Performance simultaneously (together).

Table3.10F-test Result

No	Variable	F-Count	Sig. Value
1	Extrinsic Motivation (X1)	23.017	0.000
2	Organizational Culture (X2)		
3	Employee Engagement (X3)		

Source :Data Processing Results SPSSVer.21

Based on the results of the F test (Table 3.10) (simultaneous) for the extrinsic motivation variable X1, organizational culture X2, and employee engagement X3, it is obtained that F count = 23,017 and F table $df_1 = 3 - 1 = 2$, while $df_2 = n - k = 51 - 4 = 47$ and with $\alpha = 5\%$ then F table value is 3.20. it can be seen in the table that the calculated F value is $23,017 > F\text{ table } 3.20$ which means that the calculated f value is greater than the f table value, so it can be concluded that extrinsic motivation (X1), organizational culture (X2), and employee engagement (X3) simultaneously have a significant effect on employee performance (Y).

3.1.9. R² Test Result

The coefficient of determination is used to measure 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 (Ghozali, 2012)[7].

Table 3.11. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square
1	0.771	0.595	0.569

Source :Data Processing Results SPSSVer.21

Based on the table above, it is known that the coefficient of determination or R square is 0.595. This R square value is the result of squaring the correlation coefficient value or "R" which is $0.771 \times 0.771 = 0.595$. The magnitude of the coefficient of determination (R square) is 0.595 or equal to 59.5%. This figure means that the extrinsic motivation variable X1, organizational culture X2, and employee engagement X3 simultaneously (together) affect the performance variable Y by 59.5% while the rest ($100\% - 59.5\% = 40.5\%$) influenced by other variables outside the regression equation or other variables not examined.

3.2. Discussion

3.2.1. Extrinsic Motivation Variable(X1)onEmployee Performance(Y)

In distributing the extrinsic motivation variable questionnaire, 8 statements representing 7 indicators are proposed, namely job status (job status), interpersonal reality, company policy administration (rules and policies), supervisors, job security (job security), working conditions (working conditions), wages and salaries (salaries). When conducting a pre-test with 20 respondents, during the validity test, valid results were obtained from the 8 statements.

From the results of research with 51 respondents and testing the hypothesis partially t-test as shown in table 3.9, it can be seen that the extrinsic motivation variable X1 obtained a t-count value of 0.327. Then the value of t-table 2.01174, t-count $0.327 < t$ table 2.01174, which means that the value of t count is smaller than the value of t-table so that it can be concluded that the independent variable of extrinsic motivation (X1) partially has no effect on employee performance (Y).

This is different from the research that has been done by previous researchers, namely Ryan *et.al*[3], that extrinsic motivation has a significant effect on performance. Research on the effect of extrinsic motivation on employee performance carried out at LSF partially has no effect, this may be because when they will register to become employees at LSF, employees are aware that their working conditions for 4 years, the salary they will get, and their work status. Therefore, in the partial t-test calculation, no significant results were obtained or the hypothesis was rejected.

3.2.2. Organization CultureVariable (X2) on Employee Performance (Y)

In distributing the extrinsic motivation variable questionnaire, 8 statements representing 7 indicators were proposed, namely adaptation (ability), consistency (seriousness in implementing organizational values, involvement (organizational efforts to engage employees), mission (mission and organizational goals). When conducting a pre-test with 20 respondents, during the validity test, valid results were obtained from the 8 statements.

In the results of the t test that has been carried out in determining whether the organizational culture variable has a positive effect on performance. From the results (Table 3.9), the organizational culture variable (X2) obtained a t-count value of 2,359. Then the value of t-table is 2.01174, t-count is $2,359 > t$ -table is 2.01174, which means that the value of t-count is more than t-table so that it can be concluded that the independent variable of organizational culture (X2) partially has an influence on employee performance (Y).

This is in accordance with previous research conducted by Sudarman *et.al*[4], that organizational culture significantly influences performance. In improving the performance of employees, leaders must be firm and professional in implementing organizational culture, considering that the function of an organization is important, namely to regulate people in an institution so that they can behave in accordance with the values held by the institution and in order to achieve the goals of an organization. institution.

3.2.3. Employee Engagement (X3) onEmployee Performance(Y)

In distributing the questionnaire on the extrinsic motivation variable, 8 statements representing 3 indicators, namely Vigor (desire to give the best effort to work), Dedication (enthusiasm, inspiration, pride, and challenge), and Absorption (fully concentrated in work and happy when involved in the work).

Base on results (Table 3.9) of the t-test that has been carried out in determining whether the employee engagement variable has a positive effect on performance. From the results of testing with the partial hypothesis of the t-test as shown in the table above, the employee engagement variable X3 obtained a t-count value of 4.683. Then the value of t table is 2.01174, t-count is $4.683 > t$ -table is 2.01174, which means the value of t-count is more than t-table so that it can be concluded that the independent variable employee engagement (X3) partially has an influence on employee performance (Y).

This is in accordance with previous research conducted by Nazneen *et.al* [5] that organizational culture significantly influences performance. Institutions must recognize how important it is for their employees to feel attached to the institution. This is nothing but so that employees can do their job well and maximally. Given the importance of the function of employee engagement if employees are deeply involved in their work, their performance will also increase.

3.2.4. Extrinsic Motivation(X1), Organizational Culture(X2), and Employee Engagement (X3) on Employee Performance (Y)

Based on the results (Table 3.10) of the F (simultaneous) test for the extrinsic motivation variable X1, organizational culture X2, and employee engagement X3, it is obtained that F count = 23,017 with an F table value of 3.20. It can be seen that the calculated F value is $23,017 > F \text{ table } 3,20$, which means that if the calculated f value is greater than the f table value, it can be concluded that extrinsic motivation X1, organizational culture X2, and employee engagement X3 simultaneously significantly influence Y performance.

This is in accordance with research conducted by Ryan *et.al* [3], Sudarman *et.al*[4], Nazneen *et.al* [5] that extrinsic motivation, organizational culture, and employee engagement significantly influence significant impact on employee performance, in this case LSF should pay attention to these 3 things to improve employee performance. In extrinsic motivation here, namely salaries of 13 and 14 that have not been met for censors because by fulfilling the financial needs of employees, it can encourage employees to give extra effort in their work. Likewise with working conditions, leaders should provide varied programs for their employees so that the work atmosphere is not monotonous and boring.

The organizational culture variable is very significant from the t and f tests, this happens because organizational culture greatly influences employee performance, a good organizational culture is an organizational culture that is able to achieve the vision and mission of the institution, and can firmly apply the regulations that have been made. well. Likewise, employees should be able to apply the organizational cultures that have been created by the institution properly. The importance of organizational culture in relation to employee performance is reinforced by the statement of Robbins[9] that in fact, one study of organizational culture suggests that employees in companies with strong cultures are more committed to their companies than employees in companies with weak cultures. Companies with strong cultures will also use their recruiting efforts and outreach practices to build employee commitment. And a growing body of evidence suggests that a strong culture is associated with high organizational performance.

Employee engagement also has a significant effect on both the t-test and f-test, one of the factors of employee engagement is the relationship with colleagues, because good relationships with coworkers and superiors can encourage employees to be engaged. Employees tend not to be serious in their best performance if they do not feel comfortable and open to their surroundings, clear and consistent communication is one way to make employees engaged.

Employee engagement has an effect on several aspects of the company. This is supported by Marciano's opinion in Akbar [10] that employee engagement has several advantages, namely increasing productivity, increasing profits, increasing efficiency, reducing turnover, reducing absenteeism, reducing fraud, increasing customer satisfaction, reducing work accidents and minimizing employee complaints. .

IV. Conclusion And Recommendation

4.1 Conclusion

In accordance with the research that has been done and the discussion on the effect of extrinsic motivation, organizational culture and employee engagement on employees at the Film Censorship Institute of the Republic of Indonesia, the authors conclude as follows:

1. Based on this research on the effect of extrinsic motivation on employee performance partially, the results of the hypothesis are rejected on employee performance. This means that extrinsic motivation has no effect on employee performance at LSF.
2. Based on this research on the effect of organizational culture on employee performance, the hypothesis is partially accepted and has a significant effect on employee performance, meaning that if organizational culture is strengthened it will improve employee performance at LSF.
3. Based on this research on the effect of employee engagement on employee performance, the hypothesis is partially accepted and has a significant effect on employee performance, meaning that if employee engagement is strengthened, it will improve employee performance at LSF.
4. Based on this research on the effect of extrinsic motivation, organizational culture, and employee engagement on employee performance simultaneously, the hypothesis is accepted and has a significant effect on employee performance, meaning that if the institution is serious about increasing extrinsic motivation, organizational culture, and employee engagement, it will improve employee performance at LSF.

4.2 Recommendation

Based on the conclusions above, several suggestions can be put forward in increasing employee performance:

1. From the research results, work motivation, organizational culture, and employee engagement have an effect on employee performance. For future research, it is suggested to analyze training, reward, and compensation which are factors other than work motivation, organizational culture, and employee engagement that can affect employee performance, so that it can complement this research and previous research.
2. For future research, more in-depth interviews with respondents will be needed so that research results are maximized.

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