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Influence Standardization ISO 9001: 2008 and Culture Organization on Employee Performance at PT. Sumberdaya Dian Mandiri

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ABSTRACT

Lack of employee awareness regarding the importance of ISO standardization, especially ISO 9001:2008 as a supporter of company quality, the lack of effectiveness in implementing ISO 9001:2008 standardization, employee performance is not optimal by not coming in according to working hours so that work is not completed on time. This study aims to determine how much influence ISO 9001: 2008 standardization has on employee performance, the influence of organizational culture on employee performance and the influence of ISO 9001: 2008 standardization and organizational culture on employee performance simultaneously. Analysis The data in this study used the SPSS version 17 method to determine the relationship between variables, using multiple regression and correlation analysis as well as hypothesis testing using the t test and F test. This study shows a positive influence between ISO 9001: 2008 standardization (X1) on employee performance (Y) with $t_{hitung} 3,056 > t_{table} 1,989$ And mark probability 0.003. Whereas For variable (X2) culture organization to performance employee (Y) results Which obtained $-1,241 < t_{table} 1,989$ with The probability value of 0.218 means that there is no influence between the variable (X2) of organizational culture on employee performance (Y). For the results of the hypothesis using the f test, the results obtained are that employee performance is influenced by ISO 9001:2008 standardization and organizational culture simultaneously by 10.9%. Hypothesis testing shows the influence of ISO 9001:2008 standardization and organizational culture simultaneously on employee performance. By Because That, For increase performance employee, company need stage training ISO 9001: 2008 in a way evenly to all employee so that understanding employee more wide about The importance of ISO 9001: 2008 standardization, the implementation of organizational culture is increasingly being improved to truly be absorbed and employees are willing to understand the meaning of the organizational culture itself.

Keywords

standardization iso 9001:2008, culture organization, performance employee.

INTRODUCTION

In the global era, competition is becoming increasingly fierce. Companies in the past only competed at the global level. regional and national- nal, on time Now must face competition global. Only Companies that can produce quality goods or services that meet customer demands can win the competition (Nasution, 2015: 17). Nowadays, there is a change in views regarding quality. A quality product is not only a product with good performance but must also meet consumer satisfaction criteria. This is an important factor for companies, especially in the very tight business competition (Kiswanto, 2007:1). The rapid development of science and technology has created a new structure, namely the global structure. Progress knowledge knowledge Huan And technology Which accompanied by with the more fast current Globalization of the world brings its own impacts. Human resources (HR) are one of the key factors in global competition, namely how to create quality HR who have skills and are highly competitive to face the current global era (Eko Supriyadi, 2012:1).

In an increasingly competitive environment where market behavior has shifted from a buyer-to-seller market, companies that fail to meet market/consumer demands will be displaced from the marketplace. To navigate this situation, companies need to do everything in their power to improve employee productivity and product quality. or services produced. The causes of employee productivity are due to a lack of skills, a lack of supporting facilities, a lack of attention to employee health and nutrition levels so that employees are easily sick, low wage levels and the absence of incentives for employees who perform well. (Rivai and Sagala 2013:406).

Despite the global behavioral tendencies mentioned above, the environment in which a group of people live, grow up, and interact with each other over a relatively long period of time remains a significant factor influencing their perspectives, ways of thinking, and how they act. The influence of the local environment is so strong that the phenomenon of global behavior seems merely artificial. This means that, behind this global behavioral phenomenon, each community group actually still has its own character and identity that distinguishes one community group from another. group public others. So that every group have culture Which different. (Sobirin, 2009:47).

Scein defines organizational culture as a pattern of basic assumptions invented, discovered, or developed by a given group as it learns to cope with a problem of external adaptation and internal integration that has worked well enough to be considered

how it perceives, thinks, and feels in relation to those problems. This means that culture is a pattern of basic assumptions invented, discovered, or developed by a given group as it learns to cope with a problem of external adaptation and internal integration. something group in Study overcome problems adaptation external and integration internal, which has been successful in being used as a way of viewing, thinking, and feeling about the problem. (Sudaryono, 2014:11)

As social beings, humans are inherently social and cooperative, requiring the presence of other humans. Therefore, the existence of an organization is essential as a platform that can bring together or facilitate human socialization and collaboration. An organization is a means of bringing together people to achieve common goals. (Wirawan in Yoga Pratama, 2012:1)

In maintaining and managing an organization so that it can survive, the role of human resources has a central position. This is based on the idea that human resources as wrong One factor production is element main in creating opportunity business in various opportunity. For increase his role as Wrong One factor production in company or organization, then human resources must have achievement motivation because one of the characteristics that influences human resource work performance is achievement motivation itself. (Dalimunte, 2009:1)

Research conducted by Purba in 2014 on the analysis of the influence of the ISO 9001: 2008 quality management system on employee performance at PT. X with results showing that the ISO 9001: 2008 Quality Management System has an effect on employee performance. Research conducted by Juana et al in 2016 with the title The Influence of Implementation of Management Systems Quality ISO 9001: 2008 To Performance Employee with Mediation Satisfaction Work, The results show that the implementation of ISO 9001: 2008 has a positive and significant effect on work decisions and employee performance, and job satisfaction has a positive and significant effect on employee performance. Employee job satisfaction is a mediating variable. The above study is very relevant to the working conditions at PT. Sumberdaya Dian Mandiri. The large number of clients from large companies demands that PT. Sumberdaya Dian Mandiri demonstrate its quality, particularly in the service sector. This issue will become an obstacle in achieving the company's goals. Furthermore, there is a lack of employee awareness regarding the importance of ISO standardization, particularly ISO 9001:2008, as a support for company quality. Employees always focus work Which related with ISO on moment will audited, not enough effectiveness implementation ISO 9001:2008 standardization, such as continuous improvement not yet being implemented, for example, the work program system has not been completed, employee performance is not yet optimal, with arrivals not being in accordance with O'clock Work so that work No finished at the time has been determined. From the description above Therefore, researchers are interested in examining the influence of ISO 9001:2008 standardization and organizational culture on employee performance.

Human resource management is a branch of management science that focuses on regulating the role of human resources in an organization's activities." (Tjuju Yuniarsih and Suwanto, 2009:1) Hasibuan (2013:2) reveal penda- the spot about understanding management sum- ber Power humans, namely: Human resource management is the management and utilization of resources that exist in individuals (employees). This management and utilization are developed optimally in the world of work to achieve organizational goals and individual employee development.

Standard is not an original Indonesian word, but rather a translation of the English syllable "standard". From say base standard formed say standardization, Which translated to in Language Indonesia become standardization. Say standard Alone is translation from Language France norms and etalon. The term norm can be defined as a standard in the form of a document, while etalon is a standard in the form of a measurement. To differentiate between these standard terms, the term standard is given the meaning of norm, while etalon in English is interpreted as a measurement standard. (National Standardization Agency, 2014:12)

Standard is specification technical or something Which standardized including order method And method Which compiled based on the consensus of all related parties, taking into account the requirements of safety, security, health, the environment, developments in science and technology, as well as experience and developments time now And time Which will come For get benefit Which as much as possible. From the word standard comes the word standardization, which means the process of formulating, determining, implementing and revising standards, which is carried out in an orderly manner through cooperation with all interested parties (Government Regulation of the Republic of Indonesia No. 102 of 2000).

ISO certification, or the International Organization for Standardization, is a non-governmental standardization body that aims to enhance a company's image, performance, and competitiveness, and improve company management by implementing planning, implementation, measurement, and corrective action to mitigate risks. Thus, standardization can align various products or services with consumer desires." (Berata, 2014:26). According to Rangkuti (2013:12) development ISO from 9001:2000 become 9001: 2008 is "As A refinement of ISO 9001:2000. The difference between ISO 9001:2000 and ISO 9001:2008 lies in the effectiveness of the processes implemented within the organization. This means that corrective and preventive process actions must effectively have a positive impact on process changes occurring within the organization. Therefore, ISO 9001:2008 focuses more on the effectiveness of continuous improvement processes to increase customer satisfaction by adopting the plan, do, check, act (PDCA) management principle.

Quality management principles are methods for leading, organizing, and controlling an organization or business entity. With these management principles, quality management standards can be operated consistently, systematically, and transparently. This means understanding these principles is crucial for controlling quality management and achieving success within a business entity. This ensures that the implementation process... ISO 9001:2008 can walk with Good, every organization company Which apply ISO 9001:2008 need apply eight principle management quality Which aim For improvise system performance so that the ongoing process is in accordance with the development of ongoing effectiveness. According to Sunu, these eight principles P (in Indriana Lestari, 2012:20) is as follows: a. Focus on customer Leadership; b. Involvement all person Approach process Approach system to management; c. Repair sustainable Approach fact as base taking decision; d. Cooperation Which each other profitable with suppliers.

Therefore, the researcher took the title "The Influence of ISO 9001:2008 Standardization and Organizational Culture on Employee Performance at PT. Sumberdaya Dian Mandiri". Based on the problem identification and problem limitations described above, the problem can be formulated as follows: a. Whether there is influence between standard- month ISO 9001:2008 to performance ka- Ryan at PT. Sumberdaya Dian Mandiri?; b. Whether there is influence between culture organization to

performance employee on PT. Resource Dian Mandiri?; c. Whether there is a joint influence The same between ISO standardization 9001:2008 and organizational culture on employee performance?

METHODOLOGY

Population And Sample

In this study, the population at PT. Dian Mandiri Resources was 108 people. With such a population, sampling was carried out using Slovin's formula (Umar, 2012:112) is as follows:

$$n = \frac{N}{1 + N_e^2}$$

Information:

n = Amount sample N = Population

e = Difference or error Which planned

Amount sample in study This as much as 108 employee, level error 5% is as following:

$$n = \frac{108}{1 + 108(0,05)^2}$$

$$n = 85,03$$

So amount sample Which used in study This as much as 85 sample.

Study Organisation

This research will reveal the influence of ISO 9001:2008 Standardization and Organizational Culture on Employee Performance. Based on the theoretical review and previous research presented, in Chapter II, with use standardization ISO 9001:2008 And culture organization as variables free or independenta performance employee as variables bound or dependent, in a way systematic can be described as follows:

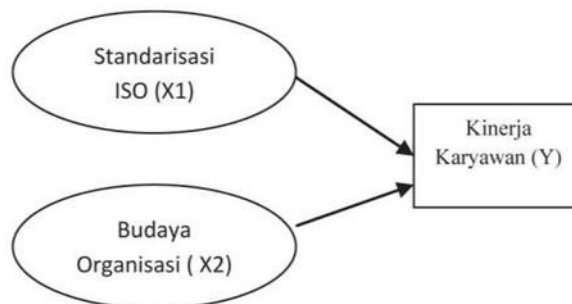


Figure 3.1 Framework Organisation

Test and Measurements

Analysis Hypothesis And Method Testing Analysis data in study This use SPSS version 17.0 Testing:

- Test Validity
- Test Reliability
- Analysis Regression Multiple
- Analysis Correlation Multiple
- Coefficient correlation
- Coefficient determination multiple
- Test Hypothesis with Use statistics test t
- Test Hypothesis with Use statistics test F

RESULTS AND DISCUSSION

Description Data

Respondents who were sampled in this study, as previously stated is all over employee PT. Resource Dian Independent, something business Which move in the field consulting services And outsourcing. Questionnaire study spread as much as 85 questionnaire to for respondents target. Of the 85 questionnaires distributed to respondents, all questionnaires were returned and were suitable for further data analysis, resulting in a response rate of 100%. The following is an explanation of the characteristics of the respondents.

Characteristics Respondents Based on Type Sex:

Characteristics respondents based on type sex can seen on table 4.1. Based on table 4.1, it can be seen that the number of male respondents is greater than the number of female respondents, namely 43 people (50.6%), while 42 people (49.4%) are female respondents.

Table 1. Data Respondents Based on Type Sex

Gender	Number of Respondents	Percentage (%)
Man	43	50.6%
Woman	42	49.4%
Amount	85	100%

Source: Data Primary Processed

Characteristics Respondents Based on Age:

Characteristics respondents based on age can seen on table 2.

Table 2. Characteristics Respondents Based on Age

Respondent Age	Number of Respondents	Percentage (%)
< 20	2	2.4%
21 – 30	50	58.8%
31 – 40	22	25.9%
> 40	11	12.9%
Amount	85	100 %

Source: Data Primary Processed

Based on table 4.2 on about data respondents based on age can known that Respondents aged < 20 years were 2 people (2.4%), respondents aged 21 – 30 years were 50 people (58.8%), respondents aged 31 – 40 years as many as 22 person (25.9%), and the remaining 11 people (12.9%) were respondents aged > 40 years.

Characteristics Respondents Based on Level Education:

Characteristics respondents based on ting- cat education can seen on table 3. Based on table 4.3 regarding respondent data based on education level, it can be seen that there are 20 respondents (23.5%) whose education level is high school/vocational school. level Diploma 3 as many as 16 people (18.8%), Strata 1 as much as 48 people (56.5%), and the remainder was 1 person (1.2%) with a Masters degree.

Table 3. Data Respondents Based on Level Education

Level Education	Amount Respondents	Percentage (%)
High School / Vocational School	20	23.5%
Diploma 3	16	18.8%
Strata 1	48	56.5%
Strata 2	1	1.2%
Amount	85	100%

Source: Data Primary Processed

Characteristics Respondents Circulating Time Work Based on Time Work:

Characteristics respondents based on time Work can seen on table 4.

Table 4. Data Respondents Based on Time Work

Time Work	Amount Respondents	Percentage (%)
1 – 5 Year	54	64%
6 – 10 Year	16	19%
11 – 15 Year	8	9%
16 – 20 Year	3	4%
> 20 Year	4	5%
Amount	85	100%

Source: Data Primary Processed

Based on table 4. based on time Work can known that respondents with time Work 1 – 5 years as much as 54 person (64%), respondents with time Work 11 – 15 year as much as 8 person (9%), There were 3 respondents with a working period of 16 – 20 years, and 4 people (5%) with a working period of > 20 years.

Discussion Test Validity:

Condition minimum for stated valid What- when correlation every indicator the size

> 0.3, If Wrong One indicator own mark

< 0.3 so indicator the stated No valid and must thrown away (dropped) (Nurlaela Wati, 2011:84). Variables Standardization ISO 9001:2008 is measured by indicators X1.1 – X.1.10, the Organizational Culture variable is measured by indicators X.2.1 – X2.10, And variables Performance Employee measured by indicator Y1 – Y10. Results output test validation variables in SPSS are as follows:

Table 5. Out Put Test Validity X1

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item01	67.04	207.701	.691	-	.763
Item02	66.88	212.605	.613	-	.770
Item03	67.26	204.813	.774	-	.759
Item04	67.45	202.203	.788	-	.755
Item05	67.49	202.015	.816	-	.755
Item06	67.88	197.653	.799	-	.749
Item07	67.29	206.853	.664	-	.763
Item08	67.41	201.959	.787	-	.755
Item09	67.72	200.681	.820	-	.753
Item10	67.74	202.242	.750	-	.756
X1	35.48	56.372	1.000	-	.927

Source: Results processed SPSS version 17

Based on the validity test output as shown in the image above, the indicator value is more than 0.3, meaning that all statement items in variable X1 are declared valid.

Table 6. Out Put Test Validity X2

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item01	69.73	42.200	.508	-	.682
Item02	70.31	42.310	.463	-	.684
Item03	69.91	42.991	.477	-	.687
Item04	69.82	43.647	.493	-	.690
Item05	70.45	44.583	.171	-	.710
Item06	69.69	42.858	.531	-	.685
Item07	70.54	40.489	.502	-	.674
Item08	69.56	42.701	.516	-	.684
Item09	70.62	43.380	.268	-	.700
Item10	70.35	44.136	.282	-	.700
X2	36.89	11.786	1.000	-	.641

Sumber : Hasil diolah SPSS versi.17

Based on the validity test output for variable X2, there are still indicator values below 0.3. Because they still have low values, indicators below 0.3 must be dropped. In the indicator output above X.2.5, X.2.9, and X.2.10, the values are still below 0.3, so these indicators must be dropped.

Based on the output above, it is the result of the validity test after being revised, so the validity test is above 0.3 and is declared valid.

Table 7. Output Test Validity X2 Revision

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item01	49.95	28.869	.600	-	.719
Item02	50.42	29.128	.525	-	.725
Item03	50.02	29.809	.534	-	.729
Item04	49.94	30.389	.558	-	.733
Item06	49.81	29.726	.589	-	.727
Item07	50.66	27.632	.547	-	.715
Item08	49.68	29.791	.537	-	.729
X2	26.95	8.426	1.000	-	.736

Table 8. Output Test Validity Y

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item01	63.99	83.583	.584	-	.740
Item02	63.76	88.301	.233	-	.759
Item03	64.14	83.718	.558	-	.741
Item04	64.04	81.987	.701	-	.733
Item05	63.99	80.678	.717	-	.729
Item06	64.13	79.590	.663	-	.727
Item07	64.16	84.734	.510	-	.745
Item08	64.13	81.328	.682	-	.732
Item09	64.31	81.786	.626	-	.734
Item10	64.44	81.939	.632	-	.735
Y	33.74	22.837	1.000	-	.843

Sumber : Hasil diolah SPSS versi.17

Based on output test validity in on Still there is mark indicator under 0.3 that is on items Y.2, so the statement indicator should be dropped.

Table 9. Output Test Validity Y Revision

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item01	56.55	79.083	.530	-	.753
Item03	56.71	78.948	.528	-	.752
Item04	56.60	76.719	.718	-	.741
Item05	56.55	75.369	.739	-	.736
Item06	56.69	74.167	.691	-	.734
Item07	56.73	79.652	.503	-	.755
Item08	56.69	76.191	.688	-	.740
Item09	56.87	76.400	.650	-	.742
Item10	57.00	76.595	.654	-	.742
Y	30.02	21.499	1.000	-	.856

Sumber : Hasil diolah SPSS versi.17

Based on output on is results test validity after revised, so test validity the is above 0.3 and is declared valid.

Test Reliability

In research, a variable is said to be sufficiently reliable if the variable has a Cronbach's alpha value greater than 0.7. (Nurlaela Wati, 2011:84) The following are the results of the reliability test for each variable.

Table 10. Test Reliability X1

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.779	.943	11

Source: Results processed SPSS version 17

Table 11. Test Reliability X2

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.752	.834	8

Sumber : Hasil diolah SPSS versi.17

Table 12. Test Reliability Y

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.767	.892	10

Sumber : Hasil diolah SPSS versi.17

Based on the reliability output results above, it can be concluded that the variables ISO 9001: 2008 Standardization, Organizational Culture, and Employee Performance have a Cronbach's alpha above 0.7 so it can be concluded that the indicators used in each variable have good reliability or are able to measure the construct.

Table 13. Multiple Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.230	4.555		6.197	.000
	X1	.250	.082	.405	3.056	.003
	X2	-.262	.211	-.164	-1.241	.218

a. Dependent Variable: Y

Sumber : Hasil diolah SPSS versi. 17

Analysis Regression Multiple

For knowing there is whether or not influence between two independent variable (X) namely ISO 9001:2008 standardization (X1) And culture organization (X2) with variable no free (Y) that is performance employee, based on The output above is expressed in the following equation:

$$Y = a + b_1X_1 + b_2X_2$$

So

$$Y = 28,230 + 0.250 \text{ ISO} - 0.262 \text{ BO}$$

From the multiple regression equation above, the constant value is known to be 28.230, meaning that if ISO 9001:2008 standardization and organizational culture are not implemented, employee performance will be 28.230. The coefficient value regression ISO standardization (X1) as large as 0.250 It means every increase X1 (standardization ISO applied increases by 1) then employee performance will increase by 0.250 (positive correlation).

The regression coefficient of X2 is -0.262, meaning that for every increase in X2 (organizational culture increases by 1), employee performance will decrease by minus 0.262 (negative correlation).

From the multiple regression equation above, the ISO 9001: 2008 standardization variable has a greater influence on employee performance.

Analysis Multiple Correlation

Table 14. Analysis Correlation

Correlations				
		Y	X1	X2
Pearson Correlation	Y	1.000	.303	.085
	X1	.303	1.000	.616
	X2	.085	.616	1.000
Sig. (1-tailed)	Y	.	.002	.220
	X1	.002	.	.000
	X2	.220	.000	.
N	Y	85	85	85
	X1	85	85	85
	X2	85	85	85

Sumber : Hasil diolah SPSS versi.17

The correlation value of the ISO 9001:2008 standardization variable on employee performance is 0.303. This means that there is an influence between ISO 9001:2008 standardization and employee performance, and the relationship between the two variables is in the same direction with the level of closeness being categorized as low.

Meanwhile, the correlation between organizational culture variables is 0.085. This means that there is an influence between organizational culture and employee performance, and the relationship between the two variables is in the same direction even though the level of correlation is very low. Based on the correlation figures, the ISO 9001:2008 standardization variable has a greater influence on employee performance than the organizational culture variable.

Coefficient Correlation And Determination Multiple

Table 14. Coefficient Correlation And Coefficient Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.330 ^a	.109	.087	4.430

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Meanwhile, the simultaneous correlation value based on the output above obtained r of 0.330. This figure illustrates the existence of a positive and significant correlation between the ISO 9001:2008 standardization variables and organizational culture simultaneously on employee performance. With a value of $r = 0.330$ based on table 3.6 of the correlation coefficient interpretation guidelines, the influence of the ISO 9001:2008 standardization variable 9001: 2008 and organizational culture simultaneously on employee performance are categorized as low. For the r^2 (R Square) value of the simultaneous analysis is 0.109 or 10.9% of employee performance is influenced by the ISO 9001: 2008 standardization variables and organizational culture, and the remaining 89.1% is influenced by other factors.

Test Hypothesis Use Test t:

To test the partial significance of the influence between the ISO 9001:2008 standardization variables on employee performance, a hypothesis test was conducted. Formulation the hypothesis is:

H_0 = allegedly No there is influence between standardization ISO 9001:2008 to performance employees. H_a = it is suspected that there is an influence between ISO 9001:2008 standardization and employee performance.

Level its significance is 5% decision accept or reject hypothesis Which submitted carried out with the following conditions:

- 1) If $T_{hitung} \leq T_{table}$ so hypothesis zero (H_0) accepted or H_a rejected. It means No there is an influence between ISO 9001:2008 standardization on employee performance.
- 2) If $T_{hitung} \geq T_{table}$ then the null hypothesis (H_0) is rejected or H_a is accepted. This means that there is an influence between ISO 9001: 2008 standardization on employee performance.

Table 16. Hypothesis Test t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.230	4.555		6.197	.000
	X1	.250	.082	.405	3.056	.003
	X2	-.262	.211	-.164	-1.241	.218

a. Dependent Variable: Y

Sumber : Hasil diolah versi. 17

T_{hitung} obtained from SPSS output results on variable X1 is 3.056 and on T_{table} it is 1.989. So $3.056 > 1.989$. This means T_{hitung} greater than T_{table} so that the hypothesis is accepted, with a probability value of significant columns of 0.003 much smaller than 0.05. So that It can be hypothesized that: "It is true that there is an influence of ISO 9001:2008 standardization on employee performance." and For test significance in a way partial influence between variables culture organization to employee performance, then a hypothesis test is carried out.

Formulation the hypothesis is:

H_0 = allegedly No there is influence between organizational culture to performance employees. H_a = it is suspected that there is an influence between culture yes organization on employee performance. Level its significance is 5% decision accept or reject hypothesis Which submitted carried out with the following conditions:

- 1) If $T_{hitung} \leq T_{table}$ then the null hypothesis (H_0) is accepted or H_a is rejected. This means there is no influence between organizational culture and employee performance.
- 2) If $T_{hitung} \geq T_{table}$ then the null hypothesis (H_0) is rejected or H_a is accepted. This means that there is an influence between organizational culture and employee performance.

On table 4.17 results output SPSS obtained T_{hitung} as big as -1,241 And on T_{table} his 1,989. So $-1,241 < 1,989$. This means that T_{hitung} is smaller than T_{table} so the hypothesis is rejected, with a probability value in the significant column of 0.218 greater than 0.05. So the hypothesis can be taken that: "There is no influence between organizational culture and employee performance".

With Use Test F:

To determine the simultaneous influence between ISO 9001:2008 standardization and organizational culture on performance employee so done test hypothesis with compare- right mark F count with F_{table} or by looking at the significance figures (probability).

Formulation the hypothesis is:

H_0 = it is suspected that there is no influence between ISO standardization and organizational culture on employee performance.

H_a = allegedly there is influence between booth- derivation ISO 9001:2008 And culture organization to employee performance .

Level its significance is 5% decision accept or reject hypothesis Which submitted carried out with the following conditions:

If $F_{count} \leq F_{table}$ then the null hypothesis (H_0) is accepted or H_a is rejected meaning there is no influence simultaneously between ISO 9001:2008 standardization and organizational culture on employee performance.

If $F_{count} \geq F_{table}$ then the null hypothesis (H_0) is rejected or H_a is accepted, meaning there is a simultaneous influence between ISO 9001:2008 standardization and organizational culture on employee performance.

Table 17. Hypothesis Test F

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	196.385	2	98.192	5.002	.009 ^a
	Residual	1609.568	82	19.629		
	Total	1805.953	84			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Sumber : Hasil diolah SPSS Versi. 17

The calculated F obtained from the SPSS output in Figure 4.12 is 5.002 and the F table is 3.11. Therefore, $5.002 > 3.11$. This means that the calculated F value is greater than the F table value, so the hypothesis is accepted, with a probability value in the significance column of 0.009, much smaller than 0.05. Therefore, the hypothesis can be taken that: "True there is an influence between ISO standardization 9001:2008 and organizational culture simultaneously on employee performance".

CONCLUSION

Conclusion study about influence standardization ISO 9001:2008 And culture organization on employee performance at PT. Sumberdaya Dian Mandiri is as follows: a. Based on the analysis results, it shows that there is a positive influence between ISO 9001:2008 standardization on employee performance. With the calculated T value obtained from the SPSS output results on variables X1 is as big as 3,056 And on Ttable his is 1,989 And mark probability the significant column is 0.003. b. The analysis results show that there is no positive influence between organizational culture and employee performance. The calculated T value is -1.241, the T table is 1.989, and the probability value in the significance column is 0.218. c. There is a positive and significant influence between ISO 9001:2008 standardization and organizational culture. in a way simultaneous to performance employee with level connection low Where mark r^2 (R Square) of 10.9%.

Looking at the results of the research that has been conducted, the researcher would like to provide suggestions to companies so that employee performance can improve in order to advance the company, including: a. Conducting ISO 9001:2008 training evenly for all employees so that employees' understanding of the importance of ISO 9001:2008 standardization becomes broader; b. Researchers also suggest that ISO 9001:2008 standardization should continue to be used as a guideline for quality systems. can support perpetrator- there activity company Which move in the field service consultant and outsourcing that has collaborated with large companies; c. It is hoped that in the future the implementation of organizational culture will be further improved so that it is truly absorbed and employees will understand the meaning of organizational culture; d. Conducting continuous and even employee skills training so that their abilities all employee me- increase so that Can contribute in advance company.

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