The Influence Of Compensation And The Motivation Towards Organizational Culture: A Study On Gojek Indonesia

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Abstract---Research This Aims To Know Compensation, Motivation Dan Culture Organization On Pt. Application Works Children Nation (Gojek Indonesia And To Know How Great Influence Between Compensation, Motivation Dan Culture Organization At PT. Application Works Children Nation (Gojek Indonesia). Compensation That Given By Party Company Can Said Good Because Party Company Have Programs that Considered Interesting I.e Give Incentives Additional Through Points GOPAY. Customer That Do Top-up GOPAY Through Driver Will Give Bonus Form Points That Can Collected by the Driver to Get Income Additional and Motivation That Owned by the Driver Can Said High Because Every Driver Have Spirit Work To Can Give Service Best To The Customer. Then Culture Organization That Applied by Company Already Good but Still There are Some Cheating – Cheating That Done by the Driver That Considered Harm Customer By Get Advantage. Method Research That Used I.e Method Descriptive-verificative. Sample That Used on Research This I.e Driver Gojek In the city of Bandung. Processing Data Done with Use Regression Linear Multiple, Analysis Coefficient Correlation, Analysis Coefficient Determination Dan Testing Hypothesis. Based Results Research Can Concluded That There are Influence Between Compensation Against Culture Organization on Pt. Application Works Children Nation (Gojek IndonesiaAnd There are Influence Between Motivation Against Culture Organization on Pt. Application Works Children Nation (Gojek Indonesia. And There are Influence A Together Between Compensation Dan Motivation Against Culture Organization on Pt. Application Works Children Nation (Gojek Indonesia).

Keywords---compensation, motivation and   organizationalculture.

I. Background

The transportation industry is currently experiencing rapid development because people tend to need transportation to support their activities and activities day-to-day. In addition, the majority of people like the things that are practical and with transportation, the community feels easy to travel to a place along with the development of technology in the field of transportation industry. With the development of the transportation industry in Indonesia, this started to be utilized by a

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handful of people as a profitable business because the community does need transportation means if you want to travel to a place They are headed.

In Indonesia, the transportation industry can be said to be rising mainly in the online transport industry . Along with the development of technology, there are various companies engaged in the online transportation industry , one of which is Gojek. Gojek Indonesia   's online transport service app claimed to have contributed Rp 9.9 trillion per year to the Indonesian economic wheel. The value comes from the contribution of the driver's earnings amounting to Rp8,2 trillion per year, and RP1, 7 trillion per year from the income of micro, small and medium enterprises (MSMES). Gojek'S Presence is also claimed to reduce the unemployment rate through the expansion of employment opportunities. Demographic, the driver who came from SMA graduates as much as 75 percent, while college graduates 15 percent. Gojek partners who are productive in the age range of 20-39 are recorded as many as 77 percent, partners full-time working status of 65 percent, and have a dependents of two or more as many as 78 percent

Compensation is a form of appreciation given by the company to partners because partners have contributed to the company. Each partner would want to get compensation in accordance with the performance they provide to the company and in accordance with the contract or agreement with the company. According to Hasibuan (2017:119),   Compensation is all income in the form of money, direct or indirect goods that the partner received as an Immbalan on the services provided to the company. The establishment of an effective compensation system is an important part of human resource management as it helps to attract and maintain work – a talented job.   According to Sastrohadiwiryo in Septawan (2014:5), compensation   is a service reward or service reply given by the company to the workforce because the workforce has contributed energy and mind to the company's progress to achieve the objectives that have been established. The following are the extra points of tranfer GO-PAY with cash provided by Gojek to the   drivers:

In addition to compensation, motivation is one of the supporting factors of a partner to be able to make a maximum contribution to the company's progress. Every company is required to always give partners a passion and motivation so that the partners are motivated to work better than ever and to contribute to the company. According to Priansa (2014:171), motivation as a willingness to carry out high-level efforts to achieve organizational objectives is conditioned by the ability of efforts to meet certain individual needs. Meanwhile, according to Pamela & Oloko (2015), Mcultivation is the key to a successful organization to maintain the continuity of work in the organization in a way and a strong aid for survival. Motivation is to provide proper guidance or direction, resources and rewards in order for them to be inspired and interested in working the way you want.   Motivation is important to have for every partner because partners who do not have the motivation in general do not feel comfortable with the working environment and can not provide   Its contribution to the fullest. Researchers implement and conduct pre-survey of 30   Gojek drivers who are deemed to represent *the driver* of Gojek overall about the motivation that belongs to the *drivers*, here is the result of data on the pre survey of 30 people *drivers* Gojek:

Based on the results of the pre survey of the motivation   to   30 people *drivers* gojek, the majority of *drivers*   as many as   22   *drivers* (76.7%) Stating that   *drivers* have the motivation to be able to work better again than before. Then   The majority   of *drivers*   were 27 people *drivers* (76.7%) That *drivers* feel motivated to always get the best judgment provided by the consumer.   Furthermore the majority of *drivers* are 25 partners (83.3%) Stating that *drivers* always evaluate when consumers are not satisfied with the service I provide. Next the majority *of drivers* are 18 people *drivers* (60%) Said the *driver* really wanted to work with a Gojek transportation company. As well as the majority *of drivers* 26 people *drivers* (86.7%) Stating that *drivers*   are motivated by the programs given by Gojek (GOpay, closing points and so on).

Every organization or company must have a different organizational culture. Organizational culture has a close relationship with the values   held and with the beliefs held by an organization or company. According to Stoner and Gilbert (2012: 54), explaining that organizational culture is defined as the norms, values, and shared understanding (culture) of members of several organizations that support tight control at the peak. Internally, Gojek implements an organizational culture that can be said to be good because there is a close point program that can provide benefits for drivers because indirectly, drivers will get incentives with the Gopay top up program. But drivers sometimes often abuse this program to get additional benefits, namely by forcing customers to fill Gopay with the help of drivers who later the drivers will get points to be collected and exchanged for cash. In addition, there are many cases that the driver cancels orders for personal gain. There are several cases regarding complaints given by customers regarding this matter, here are some cases of complaints that occurred in Bandung during 2018:

Although with promising compensation because *drivers* will earn points that can be redeemed into *cash* and with the program close the points so that *drivers* will earn extra money and support with the motivation that is owned by *drivers* to work better again but throughout the year 2018, every month there are always cases-cases that can get the name of both Gojek and *Customer* will not hesitate to switch using other transportation. Bebased on the description of the problem above, then the title taken is: "The **influence of compensation and the motivation to the organization culture (Gojek Indonesia)".**

II.   Problem formulation

Based on the background outlined above, the identification of the issue to be researched is as follows:

1.   How   the compensation, motivation and culture of the organization in PT. Application of the work of the Nation (Gojek Indonesia)

2.   How big is the effect of compensation on organizational culture at PT. Application of Anak Bangsa (Gojek Indonesia)

3.   How big is the motivation to the organizational culture at PT. Application of Anak Bangsa (Gojek Indonesia)

4.   How big is the influence of compensation and motivation to The organizational culture at PT. Application by the Indonesian children (Gojek Indonesia)

III.   LIBRARY OVERVIEW

Principle of compensation

According to Hasibuan (2017:122), the principle of compensation must be based on fair principles and proper principles and maintain applicable labour laws.

1.   Principles of Fair

The amount of compensation must be in accordance with work achievement, type of work, responsibilities and positions.

2.   Principles worthy and fair

A compensation must be adjusted accordingly. Although the benchmark deserves to be very relative, the company may refer to the boundaries of fairness in accordance with the provisions applied by the Government and other rules consistently.

Compensation Stages

According to Siagian in Septawan (2014:9), namely in the business of developing a reward system of specialists in the field of human resource management need to do four things:

1. Conducting job analysis

It is necessary to organize job descriptions, employment descriptions, and job standards in an organization.

2. Doing job assessments

In conducting the assessment of the work is cultivated by the order of the job rank, determination of the "value" for each job, the arrangement of comparisons with other jobs in the organization and the Giving *of "point"* for each job.

3. Survey various reward systems

Organisations surveyed can be government agencies that are functionally authorized to take care of employment, Chamber of Commerce and Industry, professional organizations, trade unions, other labor-users ' organizations and consulting firms , especially those specializing in human resource management.

4. Determining the "price" of each job

In taking this step is a comparison between the value of various jobs in the organization with the prevailing value in the job market.

factors – factors influencing motivation

According to Sunyoto (2013:13-17), there are seven motivational factors:

1. Promotion
2. Job Achievement
3. The work itself
4. Award
5. Responsibility
6. Recognition
7. Success in work

dimensions and motivational indicators

Dimensions are divided into 3 indicators where the need for achievement, the need for the affiliate, and the need for power. The three dimensions of this need are reinforced by Mc. Clelland in Hasibuan (2013:162), the dimensions and motivation indicators are.

1. Dimensions of necessity of achievement, this dimension is measured by two indicators, namely:
   a. Develop creativity.
   b. Enthusiastic for high achievers.
2. Dimension of necessity will be affiliate, this dimension is measured by four indicators, that is.

    a.   The need for feelings is accepted by others in the environment he lives and works(*sense of belonging*).

    b.   The need for feelings is revered, because every human beingfeels important himself (*sense of importance*).

    c.   The need for a feeling of forward andunfailing (*sense of achievement*).

    d.   The sense of participation.

3. The dimension of need for power, this dimension is measured by two indicators, namely.

    a.   Have the best position.

    b.   Exert ability to achieve power.

Organizational culture type

According to Kreitner and Kinicki (2014:68) There are 4 types of organizational culture:

1. Clan*Culture*is one culture that has internal focus and better appreciates flexibility than stability and control. Clan culture is similar to a family type organization where effectiveness is achieved by encouraging cooperation between employees. This type of clan culture is highly centered on employees and in the community to fulfill the government through consensus and job satisfaction and commitment through employee engagement.

2. *Adhocracy culture*One culture that has an external value and appreciates flexibility. This type of culture helps the development of innovative products and services by adjusting, creative, and rapidly responding to market changes. The culture of adhokration does not depend on the type of centralized power and power relations that are part of the market and the hierarchical culture. The culture of Adhokasi also encourages employees to take risks, think outside habits, and experiment in new ways in solving things.

3. Market*Culture*is a culture that has strong external focus and appreciates stability and control. Organisations with market culture are controlled by competition and strong desires to deliver results and achieve goals.

4. *Hierarchy Culture*, a culture that has a focus on making more formal and structured work benefits, and appreciates stability and control over flexibility.

Factors – factors that determine the strength of organizational culture

According to Luthas cited by Tika (2014:109-110), the main factors that determine the cultural strength of the Organization are:

1. Togetherness
2. Intensity

Organizational cultural function

According to Kinicki and Fugate (2013:35) The cultural functions of the Organization are as follows:

1. *Give members an organizational identity*. (Provide an organizational identity member).
2. *Facilitate Collective Commitment*. (Facilitating a joint commitment).
3. *Promote social system stability*. (Improves social system stability)

4. *Shape behavior by helping members make sense of their surrroundings*. (Shaping behavior by helping members understand their environment.)

IV. OBJECT AND RESEARCH METHODS

Object Research

The research object in this study is PT. Application of Karya Anak Bangsa (Gojek Indonesia). In this study, researchers conducted research on the influence of compensation and motivation to the organization's culture of PT. Application of the Indonesian Children (Gojek Indonesia). The analysis Unit in this research is an employee who is still active in working on PT. Karya Anak Bangsa Application (Gojek Indonesia).

Research Methods

The research method is a scientific way to obtain valid data with the aim to be found, developed, and proven, a certain knowledge so that in turn it can be used to understand, solve, and anticipate problems in the business field (Sugiyono, 2014: 2).

The method used in this research is a descriptive-verikative method.   According to Sugiyono (2017:147),   A descriptive method is a methodde that is performed to determine the existence of standalone variables, either in one or more variables without making comparisons or linking with other variables (standalone variables are standalone variables, not independent variables because if they are always paired with dependent variables)

While the verification method according to Sugiyono (2014: 91), is the verification method is a research method that aims to determine the causality relationship between variables through a test through a statistical calculation obtained by the results of evidence that shows the hypothesis is rejected or accepted. Based on the above understanding, it can be explained that the descriptive-verification method is a method that aims to describe whether or not the facts exist, as well as explain the relationship between variables studied by collecting data, processing, analyzing and interpreting data in testing statistical hypotheses to finally a conclusion is drawn.

V. RESULTS OF RESEARCH AND DISCUSSION

Research Results

Based on research conducted by researchers,   get research on Komcompensate and mcultivation of organizational culture at PT. Application of the work of the Nation (Gojek Indonesia) and researchers want to know how much influence given by the variables   k omcompensate and M cultivation of organizational culture.   This study used 50 people *drivers* who would serve as respondents in this study. The following is a result of the recapitulation of the respondent's profile.

4.2 Descriptive analysis

4.2.1 compensation

Hasil rekapitulasi kuesioner mengenai variabel kompensasi akan disajikan pada tabel di bawah ini:

Table 4.5: Respondent recapitulation of compensation

N	Statement	S	S	Cs	T	Sts	Am	Aver	Ket.

o		s			s		ount	age	
1	I get a basic salary that corresponds to a mutual agreement	1 3	2 0	14	3	0	193	3.86	Good
2	I get wages that fit the company's rules	1 4	2 2	10	4	0	196	3.92	Good
3	I get an incentive that has been promised by the company when *customer* fills gopay through *drivers* and other programs	1 6	2 4	8	2	0	204	4.08	Good
4	Company gives me health benefits	8	1 4	20	8	0	172	3.44	Good
5	Company gives me employment benefits	1 0	1 7	17	6	0	181	3.62	Good
6	The company gives me decent facilities, for example jackets, helmets, masks and so on	1 1	1 7	18	4	0	185	3.70	Good
Average								**3.77**	**Good**

Motivation

The results of the recapitulation of the questionnaire regarding the motivational variables will be presented in the table below:

Table 4.6: Respondents recapitulation of motivation

N o	Statement	S s	S	Cs	T s	Sts	Am ount	Aver age	Ket
1	I was able to develop creativity to be able to thrive in company/as an associate	1 4	1 8	12	6	0	190	3.80	Good
2	I have a high enthusiasm to achieve	1 8	2 0	9	3	0	203	4.06	Good
3	I feel accepted by other drivers	1 5	1 7	13	5	0	192	3.84	Good
4	I feel honored by other drivers	1	1	11	8	0	186	3.72	Good

		3	8						
5	I have confidence in working	9	1 1	21	9	0	170	3.40	Good
6	I feel included in the company's activities	1 3	1 5	14	8	0	183	3.66	Good
7	I have a position in the company	1 5	1 5	13	7	0	188	3.76	Good
8	I feel it has the ability to be able to compete with other *drivers*	1 4	2 0	9	7	0	191	3.82	Good
Average								**3.75**	**Good**

Organizational Culture

The results of the recapitulation of the questionnaire regarding organizational culture variables will be presented in the table below:

Table 4.7: Respondents recapitulation of organizational culture

N o	Statement	S s	S	Cs	T s	Sts	Am ount	Aver age	Ket
1	I have the ability to develop myself	8	9	22	1 1	0	164	3.28	High Enough
2	I always obey the regulations in the company (according to SOP)	5	8	25	1 2	0	156	3.12	High Enough
3	I can produce the results of the work well (according to SOP)	7	1 1	22	1 0	0	165	3.30	High Enough
4	I can finish the job right in time (according to SOP)	9	1 1	19	1 1	0	168	3.36	High Enough
5	I always apply mutual help attitude with other drivers	1 0	1 0	21	9	0	171	3.42	High
6	I always appreciate the opinions of other *drivers* despite mutual opinions	1 1	1 2	19	8	0	176	3.52	High
7	I always put quality work in carrying out work	9	9	20	1 2	0	165	3.30	High Enough

8	I am able to work effectively and efficiently	1 1	1 3	16	1 0	0	175	3.50	High
9	I always have discussions with other *drivers* in carrying out tasks	6	9	22	1 3	0	158	3.16	High Enough
1 0	I always solve problems with other drivers	7	9	23	1 1	0	162	3.24	High Enough
Average								**3.32**	**High Enough**

Data Analysis and hypothesis testing

a. Test normality

. To find out if the data has been distributed normally, it can be tested using the method *Kolmogrov-Smirnov* test obtained the *test Statistics* value of 0,060 and amounted 0.200 > 0.05. It can be concluded that the normal distribution data and the research model have fulfilled the normality test.

b. Multicolinearity Test

In this study, to find out a model of free regression from multicolinearity, conducted testing through the SPSS 24 application by looking at the value of *tolerance* and *inflation factor* (vif) on the regression model, by looking at the vif number (*Variance Inflation Factor*) should be less than 10 and the number *tolerance* more than 0.1.

Both independent variables have a value of tolerance0,326 which means greater than 0.10 and the Vif value obtained by 3.069 which means less than 10. Then it can be concluded that there is no problem of multicolinearity on the regression model.

c. Heteroskedastisity Test

Based on the results it can be known that the dots do not form a clear pattern. The dots spread above and below the number 0 axis Y. So it can be concluded that no heteroskedastisity problems occur in the regression model.

d. Autocorrelation test

DW value of 1.867. Then compared to the Du values found in the Durbin Watson table, with the sample number N = 50 and the number of independent variables k = 2, obtained a Du value of 1.628. Then 4 – Du = 4-1.628 = 2.372.

Then obtained 1,628 < 1.867 < 2,372. DW results meet the criteria, therefore it can be inferred does not occur autocorrelation.

Multiple Linear regression analysis

Multiple A-R-line regression analyses are used toforeseebound variables when free variables are raised or lowered. From the processing of data that has been done, obtained the following results:

Dacquired the following equation:

$Y = 0,525 + 0,277x_1 + 0,599X_2$

From the results of the multiple linear regression equation, each variable can be interpreted as follows:

The double regression equation is described as follows:

    a.   The value of constants (a) is 0.525. This means that if compensation and motivation are 0 (zero) and no change, then the organizational culture will be worth 0.525.

    b.   Variable value X_1 that is compensation has a regression coefficient of 0.277, meaning if the compensation increases one unit, while constant motivation, then   The organizational culture will increase by 0.277 units.

    c.   Variable Value X_2 That is motivation has a regression coefficient of 0.599, meaning if the motivation increases one unit, while constant compensation,   The organizational culture will increase by 0.599 units.

Analysis Coefficient of correlation

The statistical conclusion, there is a strong link between compensation (X_1) to the organizational culture (Y) at PT. Application of the work of the Nation (Gojek Indonesia) and there is a Strong relationship between m.ocultivation (X_2) to Organizational Culture (Y) at PT. Application of Karya Anak Bangsa (Gojek Indonesia). While to know the relationship simultaneously, can be seen from the *Model Summary table* by looking at the value of R in thetable. While to know the relationship simultaneously, it can be seen from the *Model Summary* table by looking at the value R in the following table:

The value of the correlation coefficient obtained between compensation (x_1) and motivation (x_2) to the organizational culture (Y) of PT. Application by the Indonesian children (Gojek Indonesia) is 0,839. The correlation value is marked positively indicating that the relationship that occurs between the variables freely with the bound variables is unidirectional, where the better the compensation given by the company and the better the motivation is owned then the organizational culture will increase as well. Based on the interpretation criteria of the correlation coefficient, the correlation value of 0,839 belongs to the category of very strong relationships, located at intervals 0.800 – 1,000.

Coefficient of determinations analysis

The coefficient of determination (Kd) is 58.37% meaning that the compensation (X_1) affects the organizational culture (Y) of PT. Application by the Indonesian children (Gojek Indonesia) by 58.37%. The remaining 41.63% is influenced by other variables not examined in this study, such as work discipline, communication, work conflict , etc.

The coefficient of determination (Kd) is 68.06% meaning that The motivation (X_2) affects the organizational culture (Y) of PT. Application by the Indonesian children (Gojek Indonesia) by 68.06%. The remaining 31.94% is influenced by other variables not examined in this study, such as work discipline, communication, work conflict , etc.

As for the simultaneous calculation to calculate how much influence (contribution) given by the compensation (x_1) and motivation (x_2) to the organizational culture (Y) on the application of the work of the Nation (Gojek Indonesia) can be known by looking at the value of R Square in *the* model *Summary* table.

Based on the output of the SPSS, obtained the R square value of 0, 703 or 70.3%. By s TheBig Imultan Influence (contribution) between K omcompensate (x 1) and M cultivation (x 2) and to the organizational

culture (Y) at PT. Application of the work of the Nation (Gojek Indonesia) jointly is 70.3% . The remaining 29.7% is influenced by other variables not examined in this study.

Hypothesis Test

partial hypothesis testing (Test T)

Partial hypothesis test results are as follows:

1. **X_1 partial hypothesis test**

$H_0 1 = 0$: There is no significant influence between compensation (X_1) to The Organizational culture (Y) of PT. Application of the work of the Nation (Gojek Indonesia).

$H_a 1 \neq 0$: There is a significant influence between compensation (X_1) to the organizational culture (Y) at PT. Application of the work of the Nation (Gojek Indonesia).

With an equivalent significance 0.05

Criteria: Reject H_0 if $T_{count} > t_{table}$, thank in other case

From table 4. 16 above, it can be seen that the $_{calculated}$ T value that the compensation variable (X_1) obtained is 3.918. This value will be compared with the Tvalue of the$_{table}$ in the distribution table T. with $\alpha = 0.05$, df = n-k-1 = 50-2-1 = 47, the Tvalue of the$_{table}$ for testing for two parties is 2.011. From the values above it appears that the$_{count}$ t value obtained variable komcompensate (X_1) amounted to 3.918 > t_{table} 2.011, according to the hypothesis testing criteria that H_0 rejected and H_a received. It can thus be concluded that there is a significant influence between compensation (X_1) to the organizational culture (Y).

2. **X_2 partial hypothesis testing**

$H_0 2 = 0$: There is no significant influence between motivation (X_2) to Organizational culture (Y) at PT. Application of the work of the Nation (Gojek Indonesia).

$H_a 2 \neq 0$: There is a significant influence between m. Ocultivation (X_2) to The Organizational culture (Y) at PT. Application of the work of the Nation (Gojek Indonesia).

With an equivalent significance 0.05

Criteria: Reject H_0 if $T_{count} > t_{table}$, thank in other case

From the table4.1 6 above, it can be seen that the$_{calculated}$ T value that the motivation variable (X_2) has obtained is 4.347. This value will be compared with the Tvalue of the$_{table}$ in the distribution table T. with $\alpha = 0.05$, df = n-k-1 = 50-2-1 = 47, the Tvalue of the$_{table}$ for testing for two parties is 2.011. FromThe values above it was seen that the$_{count}$ T value obtained the variable mocultivation (X_2) amounted to 4.347 > t_{table} 2.011, according to the hypothesis testing criteria that H_0 was rejected and H_a accepted. It can thus be concluded that there is a significant influence between the motivation towards Organizational culture (Y).

simultaneous **hypothesis testing (test F)**

Hypothesis:

$H_0 3 = 0$: There is no significant influence between compensation (x_1) and motivation (x_2) to the organizational culture (Y) at PT. Application by the Indonesian children (Gojek Indonesia)

$H_a3 \neq 0$: There is a significant influence between compensation (x_1) and motivation (x_2) to the organizational culture (Y) at PT. Application by the Indonesian children (Gojek Indonesia).

With an equivalent significance 0.05

Criteria: Reject H_0 if $f_{counts} > F_{table}$, thank in other respects

According to theTable 4.17 above, it can be seen that the value F_{count} by 55.668. This value will be compared to the Fvalue of the$_{table}$ in the Distribution table F. With $\alpha = 0.05$, DF2 = n-k-1 = 50-2-1 = 47, obtained F_{table} for 3.20. Thus F_{count} 55.668 > F table 3, 20 so that H A is received and H 0 is rejected. This indicates that there is a significant influence between compensation (x_1) and m.ocultivation (x_2) to the organizational culture (Y) at PT. Application by the Indonesian children (Gojek Indonesia).

VI. CONCLUSIONS AND SUGGESTIONS

Conclusion

This study aims to determine how the effect of compensation and work motivation on organizational culture at PT. Applications Karya Anak Bangsa (Gojek Indonesia). Based on the data obtained from the results of the analysis, several conclusions can be drawn as follows:

The compensation provided by PT. Karya Anak Bangsa Application (Gojek Indonesia) can be expressed as well. This can be proved because the majority of respondents answered agree. The highest assessment found in the *driver* 's statement Gets the incentive that the company has promised when customer fills GOpay through drivers and other programs. This is because *customers* who fill gopay through intermediate *drivers*, considered to be profitable *drivers* because the *driver* will automatically get incentives in the form of bonuses that will be given by the company. While the lowest assessment is found in the company statement providing Health benefits drivers.

Driver motivation PT. Application by the Indonesian children (Gojek Indonesia) can be expressed either. This can be proved because the majority of respondents answered agree. The highest assessment is found in the *driver* 's high -enthusiastic statement to achieve. This shows that the *Drivers of* Gojek have a high working spirit to achieve, which is meant by achievers that can provide quality services to the *customer* so that the *Drivers* are given a good assessment that will raise their reputation to better gain *Customer*Trust. While the lowest assessment found in the *driver* statement has confidence in the work.

The organizational culture at PT. Karya Anak Bangsa Application (Gojek Indonesia) can be declared quite high. This can be proved because the majority of respondents answered enough agree. The highest judgment found in my statement always appreciates the opinions of other drivers despite each other's opinion because it has an average of 3.52. Mutual respect of opinions is one of the important attitudes that drivers must have and implement, it aims to create a harmonious and good relationship between *drivers* so that *drivers* will feel comfortable when they are taking out each other's opinions or ideas. While the lowest assessment found in the *driver* 's statement always obey the regulations in the company (according to SOP).

1. Compensation has an influence on the organizational culture of 58.37% while the remainder of 41.63% is influenced by other variables not researched in this study, such as work discipline, communication , work conflict and so on. As well as compensation has an influence on the organizational culture at PT. Application of the work of the Nation (Gojek Indonesia) because t_{count} 3.918 > t_{table} 2.011 so that H_a Received and H_0 is rejected.

This indicates that there is a significant influence between the compensation (X_1) to the organizational culture (Y) at PT. Application of the work of the Nation (Gojek Indonesia).

2. Motivation has an influence on employee performance of 68.06% while the remaining 31.94% is influenced by other variables not researched in this study, such as work discipline, communication, work conflict and so forth. And motivation has an influence on the organizational culture at PT. Application of the work of the Nation (Gojek Indonesia) because t_{count} 4.347 > t_{table} 2.011 so that H_a Received and H_0 is rejected. This indicates that there is a significant influence between the Motivation (X 1) to the organizational culture (Y) of PT. Application by the National Children (Gojek Indonesia).

3. Compensation and motivation have a common influence – equal to organizational culture by 70.3% and the remaining 29.7% are influenced by other variables not examined in this research. As well as compensation and motivation have a common influence – equal to the organizational culture at PT. Application of the work of the Nation (Gojek Indonesia) because F_{count} 55.668 > F table 3.20 until H_a is received and H_0 is rejected. This indicates that there is a significant influence between compensation (x_1) and motivation (x_2) to the organizational culture (Y) at PT. Application by the National Children (Gojek Indonesia).

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