

# Uncertain Supply Chain Management

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## Determinants of sustainable performance: The mediating role of organizational culture

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### ABSTRACT

#### Article history:

Received September 22, 2023  
Received in revised format  
October 20, 2023  
Accepted December 7 2023  
Available online  
December 7 2023

#### Keywords:

Sustainable Performance  
Organizational Culture  
Fingerprint Application  
Work discipline  
Incentives

This study aims to determine the effect of the relationship between the application of fingerprints, work discipline, and the provision of incentives on the Sustainable Performance of the Jakarta Institute of the Arts Film and Television Faculty with organizational Culture as a mediating variable. The population in this study were 53 employees of the Faculty of Film and Television, Jakarta Art Institute. The sampling technique used is total sampling/saturation sampling. This study used an exploratory approach with structural equation modeling data analysis techniques with SmartPLS software, which was tested on 53 respondents. The research results show that Fingerprint application does not affect Organizational Culture, Application of Fingerprint has a positive effect on Sustainable Performance, Application of Fingerprint has no considerable impact on Organizational Culture, Work discipline has no substantial effect on Sustainable Performance, Provision of Incentives has a positive impact on Organizational Culture. Provision of Incentives has a positive effect on Sustainable Performance, Provision of Incentives has a positive impact on Sustainable Performance.

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### 1. Introduction

Performance is the result or output of a process formed by ability and motivation (Silitonga et al., 2020). Motivation relates to the will or desire to do work (Riyanto et al., 2021). So, one factor that can improve employee performance quality is to pay attention in the form of work motivation to employees. To support the quality of work and maintain employee performance, the company must be loyal by giving a prize for the hard work done by workers or employees and giving prizes in the form of incentives that have the power and encouragement to motivate employees to increase productivity at work. Incentives are special compensation designed to motivate superior Performance, which, in more straightforward language, incentives can be interpreted as bonuses outside of salary. Incentives given to employees are usually different; some must meet the criteria set by the company (Vizano et al., 2021). However, there are drawbacks to the equalization of incentives provided by the company to workers, one of which is the thought of a reduction in the reward for the length of service that new employees equalize. The impact will be a decrease in work productivity for senior employees. Discipline is the most critical benchmark for improving employees' personality in everyday life. Discipline can determine organizational growth and motivate employees to work individually and in groups (Alhempri et al., 2024). The benefit of discipline is educating employees to obey existing regulations, procedures, and policies and carry them out correctly to produce good Performance. Discipline is an attitude of complying with written and unwritten applicable regulations and taking full responsibility for implementing them. If a disciplinary violation occurs, employees must be ready to accept sanctions imposed by the company where they work. Discipline will not only give someone a reasonable work system but also create a willingness to live and work regularly. Discipline also shows the state of the work environment, which is formed through a series of behaviors that show values, obedience, order, or order. Discipline is a part of a person's life that is visible in their daily behavior patterns.

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In an era where the fingerprint system has not received much attention from business actors, there have been many frauds and errors in attendance due to the weakness of the conventional system, as evidenced by the opening of opportunities for manipulation, recording errors, and the loss of an employee's attendance record. In addition, the possibility of buddy punching occurs when other co-workers record working time that is not theirs. Fingerprints, which use a person's physical characteristics to identify them, are a form of biometrics. By using a fingerprint biometric attendance system, we can overcome problems arising from manual attendance. With a biometric fingerprint attendance system, dishonesty that often occurs, such as data manipulation and attendance security, can be reduced. To Improve Performance in applying fingerprints, providing incentives also applies the Human Resource Management Strategy for Sustainable Performance. Dalal et al. (2014) stated that increasing employee performance is influenced by factors originating from the individual himself or outside the individual, which is called situational. Individual factors include gender, health, experience, and psychological characteristics, while situational factors include leadership style, social relationships, and organizational Culture. Nikpour (2017) found that organizational Culture indirectly impacts organizational Performance through the mediation of employee organizational commitment. Sun (2008) said that the system of values, beliefs, and norms that are unique and shared by members of an organization is called organizational Culture. Organizational Culture can contribute significantly to achieving effective organizational Performance (Saluy et al., 2022). Golden III and Shriner (2019) show that organizational Culture moderates the impact of transformational leadership style on employee performance, meaning that the more influential the application of transformational leadership and organizational Culture oriented towards people, the higher employee performance will be. On the other hand, the more influential the implementation of transformational leadership and the less supported people-oriented organizational Culture.

## **2. Literature review**

### *2.1 Sustainable performance*

Corporate sustainability performance is a leadership approach adopted by a company to grow profitably and simultaneously provide social, environmental, and economic results. Companies also have a deep concern for the interests of society, such as the economy, environment, and social welfare, to anticipate the needs of current and future generations; this concept is known as sustainability and is increasingly being applied to corporate sustainability (Artiach et al., 2010). A sustainable university is a higher education institution competent in promoting the negative impact of environmental damage. Sustainable universities provide a perspective that the academic community understands the responsibility of sustainability initiatives to achieve initial momentum as the next step in becoming a sustainable university (Velaquez et al., 2006). Sustainable universities prioritize academic excellence and incorporate human values into people's lives, promoting and implementing sustainable practices. University effectiveness serves as a guide for capturing sustainable Performance with organizational theoretical foundations that support alternative performance goals (Robbins et al., 2004).

### *2.2 Fingerprint Application*

Absence is an activity or routine carried out by an employee to prove himself or herself present or absent at work in a company in the form of a list of employee attendance that contains the time of arrival and time of return as well as the reason or statement of attendance. This absence relates to the application of discipline determined by each company or institution (Fahmi et al., 2022). The implementation of manually filling in the attendance list or attendance list only in the form of an attendance register book) will become an obstacle for the organization to help employee discipline in terms of the timeliness of arrival and departure times of employees every day. It is feared that it will reduce employee commitment to work, and the organization's Reduced employee commitment to work will have an impact on decreasing employee motivation and Performance. The application of technology in one agency always refers to the old system or can be referred to as a manual system, where, in the end, the manual system can no longer meet an organization's needs. One of the applications of technology to increase work effectiveness is to increase work discipline, namely by using a fingerprint machine.

### *2.3 Work Discipline*

Work discipline is defined as employee behavior to control themselves and be morally responsible for applicable company rules (Bugdol, 2018). Work discipline is the key to a company's success in increasing all parties' compliance with all regulations and is a step towards improving Performance (O'Rourke, 2003; Alhempri et al., 2024). Work discipline is a procedural mechanism by leaders to communicate with employees so that they are willing to change their behavior. Discipline also increases a person's awareness and willingness to comply with all company regulations and applicable social norms (Sitopu et al., 2021). Work discipline is an employee's presence at work on time and a commitment to completing work. Employees with high work discipline impact are achieving the best Performance (norms) (Tupty & Arif, 2020). From some of the definitions above, work discipline is an attitude shown by someone to comply with all company regulations with an attitude of willingness.

### *2.4 Incentives*

Incentives are the most effective means of encouraging employee motivation to work to the best of their abilities—incentives in the form of additional income outside the specified salary. Providing incentives can help employees increase their income

to improve the quality of meeting their daily living needs. Incentives are part of the wage system implemented in a company, which serves as a guideline for the payment of wages, whether directly or indirectly related to various employee performance standards. Incentives are elements or remuneration that are not fixed or are variable depending on employee performance (Permana et al., 2021). Incentives are a form of remuneration given to an employee for work performance, both financial and non-financial (Yousaf et al., 2014). Incentives are compensation programs that link pay with product and Performance (Hapsari et al., 2021). Incentives are additional remuneration given to certain employees whose achievements are above standard achievements (Virgiawan et al., 2021). This incentive is a tool used by supporters of the principle of fairness in giving compensation.

## 2.5 Organizational Culture

Organizational Culture (OC) is based on patterns of beliefs, values, and methods practiced since the organization was founded and accumulated experience according to developments over time. It manifests in its members' material arrangements and behavior (Brown, 1998). OC is formed from conditions created in depth that serve as guidelines for the organization and attitudes and values that are adhered to and practiced routinely by all organization members instinctively (Schein, 2010). OC can increase employees' ability to maximize service, quality, and results, essential to achieving the best Performance (Bellot, 2011). Dauber et al. (2012) developed an OC configuration model that reveals the dynamic relationship between an organization's Culture, strategy, structure, and operations (internal environment) and interactions with the external environment. Sun (2008) explains that OC is the norms, values, and shared understanding that become the habits of top management that determine the organization's direction. Borger (2012) states that OC is the personality of an organization that influences how members act. Büschgens et al. (2013) stated that OC is a system of values and beliefs shared by members of an organization who interact with each other, both in the organizational structure and the supervisory system, which creates norms of behavior for its members. Schrodtt (2002) states that OC determines employees' contribution to their organization. Company management plays an essential role in creating and communicating their workplace culture. Leaders are the main actors in forming OC, and with established leadership, they can create a culture that optimally supports performance achievement. Watkins (2013) states that most people see Culture as everything about a set of people's lives, values, behavior, traditions, and general activities. Saluy et al. (2022) emphasized that organizational Culture is one of the five primary factors determining organizational Performance. Linnenluecke and Griffiths (2010) state that corporate Culture is a shared value system that determines how employees carry out activities to achieve organizational goals. Leaders are the ultimate architects of Culture; the established Culture influences what kind of leadership is possible. Watkins (2013) states that most people see Culture as everything about a set of people's lives, values, behavior, traditions, and general activities.

## 2.6 Hypotheses

Based on the theory and framework, some hypotheses can be proposed as tentative answers for the problems being faced, namely:

- H<sub>1</sub>**: The effect of applying fingerprints on the organizational Culture,
- H<sub>2</sub>**: The Influence of Work Discipline on Organizational Culture,
- H<sub>3</sub>**: The Effect of Providing Incentives on the Organizational Culture,
- H<sub>4</sub>**: The influence of organizational Culture on Sustainable Performance,
- H<sub>5</sub>**: The effect of applying fingerprints on Sustainable Performance,
- H<sub>6</sub>**: The Influence of Work Discipline on Sustainable Performance,
- H<sub>7</sub>**: The Effect of Providing Incentives on Sustainable Performance.

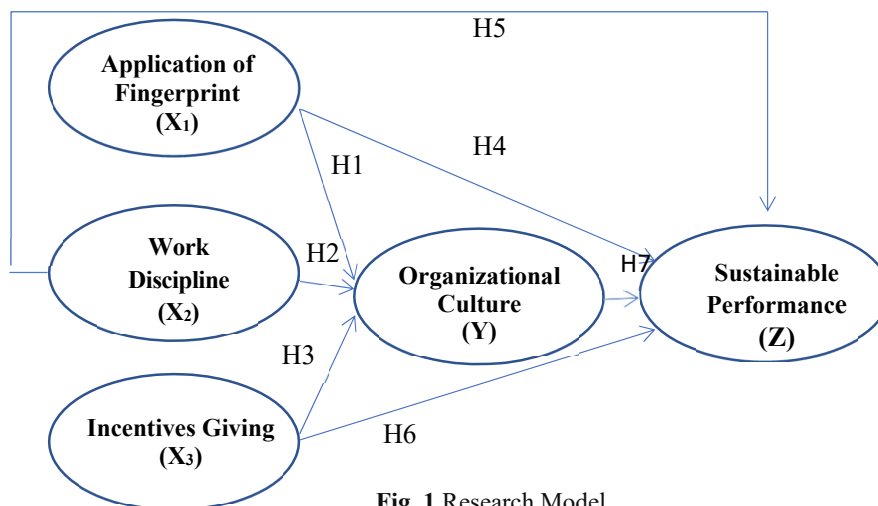


Fig. 1 Research Model

### 3. Research model

This research design combines explanatory, descriptive, and quantitative research. The explanatory research method was used because the relationship between the variables studied was explained using the PLS-SEM. Method Explanatory research aims to describe a generalization or explain the relationship between one variable and another. In this research, there are independent variables in the PLS-SEM test called exogenous variables. Other variables, including Fingerprint Application and work Discipline, do not influence these variables. There is a dependent variable, Sustainable Performance, which in the PLS test is called an endogenous variable, which is influenced by other variables. Apart from that, there are control variables and mediation variables. This research uses quantitative methods with approaches to empirical studies to collect, analyze, and display data numerically. The data collection method in this research uses a survey with the help of a questionnaire. The data collection results were processed using SEM with statistical tools, namely SmartPLS software. The numerical results of this research will be concluded and explained in narrative form.

Data analysis is used to obtain values from identified risks. Data from the questionnaire will be compiled for reprocessing. At this stage, determining the assessment scale and estimating the parameters is carried out to determine the frequency or tendency (Likelihood) value and the magnitude of losses (consequences) from the identified risks. In this research, the data will also be analyzed using multiple linear regression analysis to determine the value of the influence of the independent variable on the dependent variable.

### 4. Results and discussion

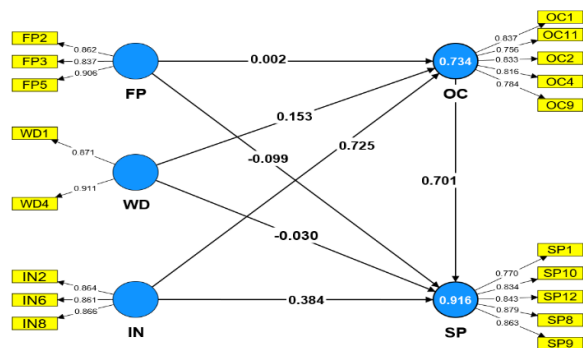
#### 4.1 Validity and Reliability Tests

Based on the results, it shows that the convergent validity test with reflective indicators is not yet valid because the factor loading of some indicators (table 4.1) on the research variables is less than 0.7, namely indicators OC10=0.665, OC6=0.541, OC7 = 0.621 SP3=0.520 SP14=0.531, SP15= 0.416 and SP16 = 0.470 which is smaller than 0.70 (< 0.70). The factor loading (rule of thumb) used for convergent validity is outer loading > 0.70. This means that the indicators of exogenous variables and endogenous variables need to be retested by eliminating (dropping out) indicators that are not yet valid. The second test's results are in the illustration and table below. It shows that not all valid research indicators are involved in the SEM-Smart PLS 4 estimation. This is because the Variance Inflation Factor (VIF) value is greater than 3, including indicators FP1, FP4, IN1, IN3, IN4, IN5, IN7, OC3, OC8, SP11, SP13, SP3, SP4, SP5, SP6, SP7, WD2, and WD3. The VIF value will be explained in detail in the structural model evaluation section.

**Table 1**  
Outer Loading Variable

INDICATOR	F.P	IN	O.C	SP	WD	Criteria
FP2	0.862					Valid
FP3	0.837					Valid
FP5	0.906					Valid
IN2		0.864				Valid
IN6		0.861				Valid
IN8		0.866				Valid
OC1			0.837			Valid
OC11			0.756			Valid
OC2			0.833			Valid
OC4			0.816			Valid
OC9			0.784			Valid
SP1				0.770		Valid
SP10				0.834		Valid
SP12				0.843		Valid
SP8				0.879		Valid
SP9				0.863		Valid
WD1					0.871	Valid
WD4					0.911	Valid

Source: SmartPLS 4 Version 4.0.9.2 Output, 2023



**Fig. 2.** Outputs SmartPLS Algorithm (Path Coefficient)

The results of the convergent validity test with reflective indicators as a whole show significance in that the factor loading of several indicators (table 2) on variables is more than 0.70, or the factor loading (rule of thumb) used for convergent validity or outer loading is more significant than (>) 0.70. Apart from the validity test above, convergent validity can also be seen based on Average variance extracted (AVE) as shown in Table 2 as follows:

**Table 2**  
Average Variance Extracted (AVE)

No.	Variables	Average variance extracted (AVE)
1	Application of Fingerprint (FP)	0.778
2	Work discipline (WD)	0.848
3	Providing Incentives (IN)	0.624
4	Organizational Culture (OC)	0.710
5	Sustainable Performance (SP)	0.577

Source: SmartPLS 4 Version 4.0.9.3 Output, 2023

Table 2 above shows that the AVE values of the variables Application of Fingerprint (FP), Work Discipline (WD), Providing Incentives (IN), Organizational Culture (OC), and Sustainable Performance (SP) are more significant than the factor loading value (rule of thumb), namely 0.50 (AVE > 0.50). This also means that all exogenous and endogenous variable indicators suit this research.

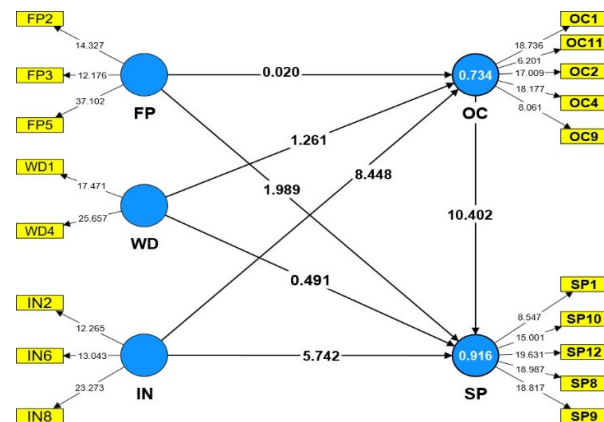
#### 4.2 Result of Hypothesis Testing

Table 3 shows the prediction results of structural model testing, showing the t-statistic value between the determining variables and the variables that are influenced. Path coefficients and Bootstrapping output of SmartPLS 4 Version 4.0.9.3 can also be seen in Table 3.

**Table 3**  
Total Effects (Mean, STDEV, T-Values)

Variables	Original sample (O)	T statistics ((O/STDEV))	P values
FP → OC	0.002	0.020	0.984
FP → SP	-0.099	1.989	0.047
WD → OC	0.153	1,261	0.207
WD → SP	-0.030	0.491	0.623
IN → OC	0.725	8,448	0.000
IN → SP	0.384	5,742	0.000
OC → SP	0.701	10.402	0.000

Source: Output SmartPLS 4 Version 4.0.9.3, 2023



**Fig. 3.** Bootstrap output

The results of statistical tests on the research hypothesis are shown in Table 3 as follows:

- (1) The results of the t-test on the effect of Fingerprint Application (FP) on Organizational Culture (OC) show that the probability value is more significant than alpha ( $\alpha$ ) = 0.05, so the hypothesis which states that Fingerprint Application (FP) has a positive and significant effect on Organizational Culture (OC) is rejected.
- (2) The results of the t-test on the effect of Fingerprint Application (FP) on Sustainable Performance (SP) show that the probability value is smaller than alpha ( $\alpha$ ) = 0.05, and the hypothesis states that Fingerprint Application (FP) has a positive and significant effect on Sustainable Performance (SP), accepted.
- (3) The results of the t-test on the influence of Discipline (WD) on Organizational Culture (OC) show that the probability value is more significant than alpha ( $\alpha$ ) = 0.05, so the hypothesis states that the application of Fingerprint (FP) has a positive and significant effect on Organizational Culture (OC) rejected.
- (4) Results of the t-test of the Influence of Discipline (WD) on Sustainable Performance (SP) show a probability value greater than alpha ( $\alpha$ ) = 0.05, so the hypothesis which states that work discipline (WD) has a positive and significant effect on Sustainable Performance (SP) is rejected.
- (5) The results of the t-test of the Effect of Incentives (IN) on Organizational Culture (OC) show that the probability value is smaller than alpha ( $\alpha$ ) = 0.05, and the hypothesis states that Providing Incentives (IN) has a positive and significant effect on Organizational Culture (OC), accepted.
- (6) The results of the t-test on the influence of incentives (IN) on sustainable Performance (SP) show that the probability value is smaller than alpha ( $\alpha$ ) = 0.05, so the hypothesis that incentives (IN) have a positive effect and a significant influence on sustainable Performance (SP) is accepted.
- (7) The t-test results of the Influence of Organizational Culture (OC) on Sustainable Performance (SP) show that the probability value is smaller than alpha ( $\alpha$ ) = 0.05, and the hypothesis states that Incentives (IN) have a positive and significant effect on Sustainable Performance (SP), accepted.

##### 4.2.1 Mediation Hypothesis Test

The total effect, not the coefficient, tests the role of mediating variables on the output of significant test parameters. Tests for

the role of mediation are carried out using both the direct influence of the independent variable on the dependent variable and the indirect influence through the mediating variable. Therefore, the total effect is used to see the predicted direct and indirect effects. The total effect of mediating variables is presented in Table 4.

**Table 4**  
Mediation Variable Test Results

Specific indirect effects	Original sample (O)	Sample mean (M)	Standard Deviation (STDEV)	T stat. ( O /STDEV)	P val.
FP → OC → SP	0.001	0.007	0.066	0.020	0.984
WD → OC → SP	0.107	0.100	0.086	1.253	0.210
IN → OC → SP	0.508	0.502	0.077	6,613	0.000

Output SmartPLS 4 Version 4.0.9.3, 2023

The two tables four above show that (1) the indirect effect of the application of Fingerprint (FP) on Sustainable Performance (SP) through Organizational Culture (OC) has a T-statistic value (0.020) < t table (1.985) and a P-value of 0.984 is more significant than 0.05. Therefore, the hypothesis that OC can mediate the relationship between Fingerprint Application and SP is rejected; (2) the indirect effect of Work Discipline (WD) on SP through OC has a T-statistic value (1.253) < t table (1.985) and a P-value of 0.210 is more significant than 0.05. Because of that, the hypothesis that OC can mediate the relationship between work discipline and SP is rejected; and (3) the indirect effect of Incentives (IN) on SP has a T-statistic value (6.613) > t table (1.985) and a P-value of 0.000 which is less than 0.05. These results indicate a hypothesis that OC can mediate the influence of the Incentives variable on SP. This mediation ability is partial because the variance accounted for (VAF) is greater than 20% and less than 80%, or the direct or indirect influence is positive and significant. 0.00 is less than 0.05. These results indicate a hypothesis that OC can mediate the influence of the Incentives variable on SP. This mediation ability is partial because the variance accounted for (VAF) is greater than 20% and less than 80%, or the direct or indirect influence is positive and significant. 0.000 is less than 0.05. These results indicate a hypothesis that can mediate the influence of the Incentives variable on SP. This mediation ability is a partial mediation because Assessing the variance accounted for (VAF) is greater than 20% and less than 80%, or the direct or indirect influence is positive and significant.

## 5. Discussion

The results of this study indicate that the relationship between routine attendance and the absence of employees at the Jakarta Institute of the Arts Film and Television Faculty has yet to affect organizational Culture. In other words, machine attendance (Fingerprint) does not affect the organization's value system in achieving goals. However, the Fingerprint still contributes based on the substantive effect at the trim influence level. This means that attendance is still essential and serves as the basis for the organization to determine the level of employee attendance and requires synergy with other factors to determine employee performance. Rjeib et al. (2018) explain that attendance is a data creation for an attendance list that can be used for an organization.

Meanwhile, the fingerprint attendance machine (fingerprint scanner) is a Management Information System that makes it easier for agencies to manage employee attendance data (Akinduyite et al., 2013). So, attendance is only one of the organizational cultures that still needs to be connected with other factors in achieving organizational goals. OC is a system of shared values adopted in an organization to guide employees to carry out activities to achieve goals (Saluy et al., 2021). Laura (2017) shows that fingerprints significantly affect employee performance and work productivity.

This study's results align with the fingerprint concept that Fingerprint is a tool used for identity recognition, protecting data in a computer system by irresponsible people. In addition, the contribution of the substantive effect of the Fingerprint is significant because it has a value of 0.034, which is at a medium level (more significant than its influence on organizational Culture). This means that fingerprint attendance still needs to be implemented and managed for the benefit of the Faculty of Film and Television Institute of the Arts to maintain employee performance in the future. The main principle of sustainability is how the organization meets the current generation's needs without compromising future generations' ability (McKenzie, 2004). The results of this study are relevant to previous research by Santhosh and Anisha (2023), which revealed that fingerprint attendance affects Performance. However, the results have yet to reveal sustainable Performance. Meanwhile, the results of other studies revealed that the Sustainability Fingerprint tool is an important aspect to be assessed, and the fingerprint system needs to be implemented on an ongoing basis and designed to anticipate SP.

The research found that work discipline (WD) did not affect OC. WD is a person's compliance with all applicable company rules and social norms (Meianto et al., 2022). Meanwhile, OC is the norms, values, and shared understanding that are the habits of top management that determine the direction of the organization (Sun, 2008). This means that the absence of the influence of work discipline on OC does not mean that employee discipline is not needed in the organizational culture system. In other words, employees at The Jakarta Arts Institute's Faculty of Film and Television have work discipline but little influence on organizational Culture Because the overall contribution value is 0.018, which means the contribution is at a trim level. The results of this study are not in line with or different from previous studies done by Alhempri et al. (2024) and Meianto et al. (2022), which show that work discipline has a significant effect on employee performance.

The results of this study indicate that employee discipline in The Faculty of Film and Television, the Jakarta Art Institute, has not yet had an effect on sustainable Performance but cumulatively has a substantive contribution value of 0.002, which means that the contribution is small (Ferdinandus, 2020). Surajiyo et al. (2021) found that work discipline has a direct positive effect on SP. So, the various results of this study are still consistent in that employee work discipline can improve employee performance continuously. While the results of this study have not shown any influence on sustainable Performance, overall, they indicate a contribution even at a trim level.

The study results show that giving incentives affects organizational Culture. These results indicate that providing incentives provided by the company is one of the causes of an increase in organizational Culture. The incentives provided by the University through The Faculty of Film and Television and the Jakarta Art Institute can encourage employees to understand organizational norms in carrying out various jobs according to their primary duties and functions. Alam (2015) shows that incentives or financial compensation have a positive and significant effect on organizational Culture indirectly. Therefore, the results of this study are new findings because most in Indonesia reveal incentives for Performance and Culture for employee performance. This means that the results of this study show the importance of employee incentives to maintain and improve organizational Culture relevant to organizational goals. Taylor and Beh (2013) and Kuhn (2009) revealed that companies that adhere to collectivist cultures prefer bonuses based on team performance, while those based on individualist cultures prefer incentives based on individual Performance.

The study results show that organizational Culture does not mediate the effect of fingerprint on sustainable Performance and does not mediate work discipline on sustainable Performance. Meanwhile, the effect of providing incentives on sustainable Performance is mediated (indirect effect) positively and significantly by organizational Culture. The mediation is partial because the VAF is greater than 20% and less than 80%. This indicates that the organizational Culture of the Faculty of Film and Television, Jakarta Art Institute, which includes awareness, aggressiveness, Personality, Performance, and team orientation, can positively contribute to sustainable Performance when employees are given incentives. This means that current incentives in the faculty are still the primary motivating factor for improving employee performance. The results of this study are by the incentive concept that additional remuneration (incentives) is given to certain employees whose achievements are above standard Performance. So, faculty employees need rewards or financial compensation not only in the form of basic salary, but they still need incentives as additional income, which is remuneration for task performance. The results of this study are like previous research conducted by Virgiawan et al. (2021), which shows that OC mediates the effect of work motivation on employee performance. Previous research differs from this research; however, the point is that the current organizational Culture consistently mediates or mediates the relationship between exogenous and endogenous variables (e.g., work motivation and employee performance).

## 6. Conclusion

Based on the results of this study, the conclusion is that Fingerprint Application Providing Incentives (IN) has a positive and significant effect on Sustainable Performance (SP). Organizational Culture can mediate the relationship between Fingerprint Application and sustainable Performance; organizational Culture can mediate the relationship between work discipline and sustainable Performance, while organizational Culture can mediate the influence of incentive variables on Sustainable Performance. The mediation ability is a partial mediation or positive and significant direct or indirect influence. To improve sustainable Performance, employees need to understand the job description and be willing to self-evaluate or voluntarily identify work volume and quality of work, even though there is an evaluation from superiors or leaders in each work unit.

Limitations of research This research has several limitations that make it an opportunity for future researchers to improve. The coverage of the research population needs to be more significant. This condition results in a less representative sample in describing the characteristics of the companies in the population that is the research sample. This condition allows for different research findings if the research sample is expanded. The Sustainable Performance of employees at the Jakarta Arts Institute Faculty of Film and Television has been well implemented, but several aspects still need to be improved. To improve Performance, in addition to increasing the factors of Fingerprint Application, Work Discipline, and Organizational Culture Incentives, other factors need to be assessed for suitability such as workload, work stress, compensation, motivation, rewards, training, and development. Future researchers, it is expected to add several variables that have not been examined in this study and can be more thorough in discussing at the Faculty of Film and Television, Jakarta Art Institute.

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