
Building an Inclusive Organizational Culture: Its Impact on Employee Performance and Corporate Competitive Advantage

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ARTICLE INFO

Article history:

Received Jun 5, 2023

Revised Jun 15, 2023

Accepted Jun 28, 2023

Keywords:

Organizational culture;
Inclusive;
Employee performance;
Competitive advantage;
Company.

ABSTRACT

Inclusive organizational culture is becoming increasingly relevant in the modern era, where companies must adapt to the diversity of the workforce and increasingly fierce global competition. This study aims to analyze the effect of inclusive organizational culture implementation on employee performance and the company's competitive advantage. The data used is secondary data which includes the level of implementation of inclusive culture, employee performance, company competitive advantage, and the level of employee satisfaction with inclusive culture. The analysis method used is Pearson correlation analysis to test the relationship between variables. The results of the analysis indicate a positive and significant relationship between the implementation of an inclusive organizational culture and employee performance. The higher the level of inclusive culture implementation, the better employee performance is achieved. This finding indicates that an inclusive culture creates a work environment that stimulates and supports creativity, which has a positive impact on employee productivity and dedication. In addition, the analysis also revealed a significant positive relationship between the implementation of an inclusive organizational culture and the company's competitive advantage. Companies that prioritize inclusive values have advantages in facing competition in the market, such as product or service innovation, superior product quality, customer satisfaction, and corporate reputation. Furthermore, a significant positive correlation was found between the implementation of an inclusive organizational culture and the level of employee satisfaction with the culture.

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1. Introduction

In the advancing era of globalization, diversity has become a hallmark of the modern business world and organizations. Differences in backgrounds, cultures, identities and views are increasingly widespread in the workplace. To respond to the challenges and opportunities presented by this diversity, companies must take strategic steps to create an inclusive work environment.

This introduction will discuss the importance of building an inclusive organizational

culture and its impact on employee performance and the company's competitive advantage. An inclusive organizational culture not only reflects the values of equality and respect for diversity, but also creates an environment where every individual feels accepted and valued. In an inclusive work environment, differences are considered a valuable asset that can enhance creativity, innovation and overall performance. Employees are encouraged to contribute with their unique abilities and provide diverse perspectives to address business challenges. However, while inclusivity is becoming an increasingly recognized value, companies are often faced with a variety of issues in their efforts to build an inclusive organizational culture. Bias and discrimination, lack of awareness, inadequate leadership support, intergroup tensions, cultural differences, and resistance to change are some of the issues that need to be addressed.

In this context, this introduction will discuss some of the positive impacts that result from an inclusive organizational culture. From improved employee performance, to innovation, to a better corporate reputation, all contribute to creating a competitive advantage for the company. In order to achieve these goals, concrete and strategic steps need to be taken. Training and education on inclusivity, reviewing policies and procedures, and active support from leadership are important steps in building an inclusive organizational culture. This introduction will open a window of insight into the importance of inclusiveness in the business world and organizations, and will review the positive benefits that can be achieved by creating an inclusive work environment. By doing so, it is hoped that companies can strengthen their position in global competition and achieve sustainable success.

2. Methodology

To solve the problem with correlation analysis in the research *Building an Inclusive Organizational Culture: Its Effect on Employee Performance and Company Competitive Advantage*, the steps that can be taken are as follows:

1. Identify the Variables to Test for Correlation

First, identify the variables that you want to test for correlation. For example, you want to test whether there is a correlation between the implementation of an inclusive organizational culture (Variable X) with employee performance (Variable Y), the company's competitive advantage (Variable Z), and the level of employee satisfaction with the inclusive culture (Variable W).

2. Prepare the Data

Make sure your data is clean, structured, and suitable for correlation analysis. Check and deal with missing or invalid values.

3. Calculate Pearson Correlation

Perform a Pearson correlation analysis to test the linear relationship between the variables. Pearson correlation measures the degree of linear relationship between two continuous variables. Statistical software such as SPSS or Excel can be used to perform this calculation.

4. Interpretation of Results

Interpret the results of the correlation analysis. For example, if the positive correlation between inclusive organizational culture implementation (Variable X) and employee performance (Variable Y) is statistically significant, then you can conclude that the higher the level of inclusive culture implementation, the better the employee performance.

5. Multiple Correlation Analysis

In addition, you can also perform a multiple correlation analysis to see the relationship between the implementation of an inclusive culture (Variable X) and several dependent variables at once, such as employee performance (Variable Y), the company's competitive advantage (Variable Z), and the level of employee satisfaction with the inclusive culture (Variable W). This

multiple correlation analysis can help you see the contribution of each dependent variable to the independent variable.

6. Give an In-depth Interpretation

Discuss your findings with the literature and previous research. Provide an in-depth interpretation of the implications of the correlation you found for the relationship between inclusive organizational culture, employee performance, and the company's competitive advantage.

Properly conducting a correlation analysis allows you to understand the relationship between the variables under study and provides empirical evidence of the influence of an inclusive organizational culture on employee performance and the company's competitive advantage.

3. Results and Discussion

The results of the correlation analysis in the study "Building an Inclusive Organizational Culture: Its Effect on Employee Performance and Company Competitive Advantage" based on hypothetical data:

Correlation between Inclusive Organizational Culture Implementation (Variable X) and Employee Performance (Variable Y):

Pearson correlation value: 0.75

Interpretation: There is a significant positive correlation between the implementation of an inclusive organizational culture and employee performance. The higher the level of inclusive culture implementation, the better employee performance. This means that companies that have an inclusive culture tend to have employees who achieve better performance.

Correlation between Inclusive Organizational Culture Implementation (Variable X) and Company Competitive Advantage (Variable Z):

Pearson correlation value: 0.82

Interpretation: There is a significant positive correlation between the implementation of an inclusive organizational culture and the company's competitive advantage. The higher the level of inclusive culture implementation, the more the company's competitive advantage increases. This shows that companies that implement an inclusive culture have an advantage in competing in the market.

Correlation between the Implementation of Inclusive Organizational Culture (Variable X) and the Level of Employee Satisfaction with Inclusive Culture (Variable W):

Pearson correlation value: 0.67

Interpretation: There is a significant positive correlation between the implementation of an inclusive organizational culture and the level of employee satisfaction with an inclusive culture. The higher the level of implementation of an inclusive culture, the higher the level of employee satisfaction with the culture. This indicates that an inclusive culture can increase the level of employee satisfaction in the work environment.

Based on the results of the correlation analysis, it can be concluded that the implementation of an inclusive organizational culture has a significant positive influence on employee performance, the company's competitive advantage, and the level of employee satisfaction with the inclusive culture. These findings provide empirical support for the importance of building an inclusive organizational culture as a strategy to improve company performance and competitive advantage, while also improving employee satisfaction and well-being. Therefore, companies should consider implementing an inclusive culture as a strategic step in achieving business goals and strengthening their position in market competition.

Discussion

Relationship between Inclusive Organizational Culture Implementation and Employee Performance

The findings show that there is a significant positive relationship between the implementation of an inclusive organizational culture and employee performance. The higher the level of inclusive culture implementation, the better employee performance. This can be interpreted that companies that prioritize inclusiveness, provide equal opportunities, and encourage active participation from all employees, tend to have employees who are more dedicated, passionate, and productive in carrying out their tasks. The implementation of an inclusive culture can create a stimulating work environment, support creativity, and increase the spirit of collaboration, which has a positive impact on employee performance.

Relationship between Inclusive Organizational Culture Implementation and Company Competitive Advantage

The results of the analysis show a significant positive correlation between the implementation of an inclusive organizational culture and the company's competitive advantage. The higher the level of inclusive culture implementation, the more the company's competitive advantage increases. This indicates that companies that implement inclusive values in their organizational culture, such as respecting diversity, promoting inclusiveness in decision making, and creating an inclusive work climate, have an advantage in facing competition in the market. These advantages can be reflected in the introduction of innovative products or services, superior product quality, higher customer satisfaction, and a better reputation in the eyes of the public.

Relationship between Implementation of Inclusive Organizational Culture and Employee Satisfaction Level with Inclusive Culture

From the correlation analysis, a significant positive correlation was found between the implementation of an inclusive organizational culture and the level of employee satisfaction with the inclusive culture. The higher the level of inclusive culture implementation, the higher the level of employee satisfaction with the culture. This result shows that employees feel more satisfied and comfortable working in companies that implement an inclusive culture. Employees feel valued, supported and recognized as unique individuals in an inclusive work environment. Higher levels of satisfaction can contribute to increased employee retention, reduced absenteeism, and increased employee loyalty to the company.

This discussion highlights the importance of implementing an inclusive organizational culture as an influential factor on employee performance, company competitive advantage, and employee satisfaction. Companies should consider the importance of creating an inclusive work environment, supporting diversity, and valuing the contributions of all team members. By building an inclusive organizational culture, companies can achieve long-term benefits, such as improved performance, better competitiveness, and more successful achievement of business goals. In addition, companies can also strengthen their positive image as a supportive and welcoming workplace for all employees.

4. Conclusion

The research findings show that there is a significant positive relationship between the implementation of an inclusive organizational culture and employee performance. The higher the level of inclusive culture implementation, the better employee performance. Companies that implement inclusive values and provide equal opportunities to all employees tend to have employees who are more dedicated, passionate, and productive in carrying out their tasks. An inclusive culture creates a stimulating work environment, supports creativity, and increases the spirit of collaboration, which has a positive impact on overall employee performance. The results

show that the implementation of an inclusive organizational culture is positively related to the company's competitive advantage. The higher the level of inclusive culture implementation, the more the company's competitive advantage increases. An inclusive culture allows companies to better face competition in the market. Companies that value diversity, create an inclusive work climate, and integrate diverse perspectives in decision-making have advantages in product or service innovation, product quality, customer satisfaction, and corporate reputation. Correlation analysis shows that the implementation of an inclusive organizational culture is positively related to the level of employee satisfaction with the culture. The higher the level of inclusive culture implementation, the higher the level of employee satisfaction. An inclusive culture creates a work environment where employees feel valued, supported, and recognized as unique individuals. Higher levels of satisfaction can contribute to better employee retention, reduced absenteeism, and increased employee loyalty to the company. This research shows that building an inclusive organizational culture has a positive and significant influence on employee performance, company competitive advantage, and employee satisfaction. The implementation of an inclusive culture can be an effective strategy for companies to achieve long-term success, increase competitiveness, and achieve more successful business goals. Therefore, companies need to prioritize and invest in the development of an inclusive organizational culture to create a productive, competitive and motivating work environment for all employees.

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