

**GOVERNMENT OFFICER WORK CULTURE AT FAKFAK DISTRICT
WEST PAPUA PROVINCE****Eko Budi Santoso¹, Agung Nurrahman², dan Geoffrey Hukom³**¹Institut Pemerintahan Dalam Negeri, Jl. Ir. Soekarno Km. 20, Indonesia²Institut Pemerintahan Dalam Negeri, Jl. Ir. Soekarno Km. 20, Indonesia³Pemerintah Provinsi Papua Barat

E-mail: budi_santoso@ipdn.ac.id; agung_nurrahman@ipdn.ac.id; geoffreyhukom@gmail.com

ABSTRACT

This research focuses on the problems of poor work culture conducted by government officer in Fakfak District. The purpose of the study was to find out and analyze government officer work culture at Fakfak District. This research was conducted using a descriptive research method with an inductive approach in explaining the state of the research object in accordance with the facts in the field. Data collection techniques are carried out with interviews, observations and documentation. Meanwhile, the author's data analysis technique uses triangulation technique. Based on the results of the study findings, government officer work culture at Fakfak District is considered not good. This is seen from the dimension of attitude to work is not optimal, work behavior is not optimal and understanding of work is not optimal.

Key words; *Government Officer Work Culture, Fakfak District*

INTRODUCTION

In today's way or system in recruiting civil servants has been slightly better. It is because of a system called Computer Assisted Test (CAT) as one contributor. The use of this system or the implementation of this system can create or produce qualified and competent employees. In addition to the implementation of the CAT system is also expected so that the elected officials can fill the positions in accordance with existing capabilities and expertise owned by each employee to provide the best service to the community and can change the existing government bureaucracy gradually.

Based on Law No. 21 of 2001 (Special Autonomy for Papua Province, which explains the authority arrangement between the government and the Papua Provincial government) places indigenous Papuans and Papuans as the main subjects. The explanation of the term district in this Law, replaces the term sub-district used by other provinces in Indonesia. Bureaucracy in district offices is an important part of the implementation of community development and empowerment in the district, as mandated by Law 23/2014 on local government.

In this case, the entire employee of the district office in FakFak District, FakFak Regency becomes very important because it determines the success of development and community empowerment in the district. This is in accordance with Law 23/2014 (Local Government) and Law No. 21 of 2001 (Special Autonomy for Papua Province) which mandates local governments to carry out governance, development and community empowerment in their regions, While the district office in this case is part of the district government.

Regarding to the previous argument, the success of governance, development, and community empowerment is also determined by the presence of employee in the district office. In this case, the district office employee is the entire employee in charge of the Papua district office. Low level of work culture, will affect the performance of governance, development, and community empowerment in a district. As the quality of individual employee, can affect the performance of governance, development, and empowerment of the community, therefore the culture of the employee can also influence it as well.

Based on the news from infofakfak.com which was accessed on October 10, 2019 at 19:30 WIB, it is said that the regent asked the

deputy regent and secretary to regulate the work of the employees. (<http://infofakfak.com/category/fakfak-news/>). Government employee discipline in here, is one of the poorest work cultures and is still often done by employees. Then based on the results of a telephone interview with the Head of FakFak District, The Head of FakFak District said that the work culture of employees in FakFak District is also still not good, there are still many employees who are not aware of the importance of a good work culture in a government organization. FakFak District is one of the districts located in FakFak Regency and it is located within the urban center and is the only district in the urban center.

With the establishment of a good work culture, the influence on work productivity will be very significant. Work productivity or can be called as performance for the government employee will affect the performance of government administration, development performance, and community empowerment. This argument is in accordance with research conducted by Desi Saputro Raffie (Raffie, 2018), Sugiyarti (2012), and Arianto (2013).

However, the government in FakFak District in its service and performance is considered not good in carrying out its duties and responsibilities. The number of employees in the fakfak district office amounted to twenty-six people, consisting of one district head, one secretary, one Sub-Section Head, two section heads, and twenty-one staff.

The district head acts as the leader of the district's government bureaucracy. Therefore the district head should be able to set an example for his subordinates. To realize a good work culture in the work environment of the district office, the district head must be able to motivate his subordinates to achieve an organizational goal. But contrary to this, the government employee in the FakFak District, according to researcher's observation, seems to less understand how important such a good work culture for the creation of comfort services, especially for the whole community which is the performance of the apparatus in the district office.

Previous research focusing on the work culture has been conducted by several researchers. Frinaldi examined the influence of civil servant work culture on public services in the Payakumbuh City Civil And Population Records Service. In answering research questions, Frinaldi used indicators of tangibles, reability, responsiveness, assurance and emphaty. The research findings show that in order to build and foster a work culture based on local wisdom, it is needed to foster a work culture that can be done by the Payakumbuh City Government (Frinaldi, 2014, p. 180).

On the other hand, Rafiie, Azis and Idris have conducted quantitative research that focuses on competency variables, leadership style, work culture and work environment towards employee job satisfaction. Furthermore, the study also examined the impact on the performance of employees in the Office of the Ministry of Religious Affairs of West Aceh Regency. Researchers use the concept of work culture as explained by Fakhar (2012) that organizational culture is a reference form of interaction between members of the organization and also with outside parties of the organization. The results obtained an average work culture score of 4.19. Meaning, work culture and work environment affect employee job satisfaction. In addition, work culture and work environment also affect employee performance (Desi Saputro Raffie et al., 2018, p. 41).

Sugiyarti conducted a study aimed at analyzing the influence of the Work Environment on Job Satisfaction, Organizational Culture on Job Satisfaction and Compensation for Job Satisfaction, Work Environment to Performance, Compensation for Performance and Job Satisfaction to Performance at the Faculty of Economics, University of Semarang August 17, 1945. Organizational Culture variables used in the study include: values that become traits, habits and driving forces in society or organization. The results showed that there is a significant influence on the work environment, organizational culture and compensation to job satisfaction in improving employee performance. (Sugiyarti, 2012, p. 73).

The next research was conducted by Arianto which focuses on aspects of discipline, work environment and work culture towards performance. The results showed that there is a significant influence of work culture on performance (Arianto, 2013, p. 199). In the role of district head, Tjilen and Oja's research in analyzing the implementation of district head leadership function in Boven Digoel Regency. One of the findings of the study shows that the implementation of the function of district leaders in general government affairs and community participation to improve the community economy is not optimal. The constraints, due to budget, coordination and readiness of organizational structure (Tjilen & Oja, 2019, p. 84).

Referring to previous research, this research shows the update on the methods and concepts used to analyze research problems. Most of the research that discusses work culture is done using quantitative methods while this research is done qualitatively. In this study, researchers used the Regulation of the Minister of Administrative And Bureaucratic Reform No. 39 of 2012 on Guidelines for The Development of Work Culture employee and the theory of Budi Paramita (1997) as the basis in looking at and assessing the work culture in Fakfak District, Fakfak Regency. The research questions include: What is the working culture of employees in FakFak District of FakFak Regency, West Papua Province?; The purpose of the research was to find out an overview of government officer work culture at Fakfak District of FakFak Region, West Papua Province.

According Budi Paramita (1977) the work culture can be divided into: 1) Attitude to work, i.e. a fondness for work compared to other activities, such as relaxing, or simply gaining satisfaction from the busyness of her own work, or feeling compelled to do something just for survival; 2) Behavior at work, such as diligent, dedicated, responsible, careful, conscientious, careful, strong will to learn his duties and obligations, likes to help fellow employees, or on contrary.

Regulation of the Minister of

Administrative Reform and Bureaucratic Reform No. 39 of 2012 concerning Guidelines for The Development of Work Culture employee. Article 1 of the Working Culture Development Guidelines are used for Ministries/Institutions and Local Governments to: Assist in the development of work culture in the implementation of bureaucratic reforms; Assisting ministries/institutions and local governments to encourage changes in the attitudes and behaviors of officials and employees in their respective environments in order to improve performance to accelerate the implementation of bureaucratic reforms; and Provide guidance in planning, implementing, and evaluating the implementation of work culture development. (Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 39 of 2012 concerning Guidelines for The Development of Work Culture employee, n.d.)

The outline of the Ministerial Regulation on The Cultivation of State Employee and Bureaucratic Reform No. 39 of 2012 on the guidelines of the work culture of employee is very helpful in improving the work culture and assisting ministries and local governments in changing the attitudes and behaviors of employees in order to improve performance to accelerate the implementation of bureaucratic reforms. The components that help in improving this work culture according to the Regulation of the Minister of Administrative and Bureaucratic Reform No. 39 of 2012 are:

- 1) Attitude to work
- 2) Attitudes towards the work environment
- 3) Attitude to time
- 4) Work ethic

Work culture is a long time ago and familiar to human beings, but many people do not realize that customs, religions, norms and rules that become beliefs in the work actors or organizations are very influential on the success of a job or simply the work culture greatly influences the success of a job. In this study, researchers focused on analyzing problems by conceptualizing work culture delivered by Budi Paramita (1977) and strengthened by normative

study of The Minister of Personnel Regulation and Bureaucratic Reform No. 39 of 2012. Work culture is has been familiar to human beings, but many people do not realize that customs, religions, norms and rules that become beliefs in the work actors or organizations are very influential on the success of a job or simply the work culture greatly influences the success of a job. In this study, researchers focused on analyzing problems by conceptualizing work culture delivered by Budi Paramita (1977) and strengthened by normative study of The Minister of Personnel Regulation and

Bureaucratic Reform No. 39 of 2012.

METHOD

This research is a qualitative descriptive research. In this study, researchers used structured interviews, observations and documentation. Researchers in conducting interviews gathered data by interviewing several resource persons consisting of the Head of FakFak District of FakFak District, secretary, section head, staff and the community. The operationalization of this research concept can be seen in table 1 below:

Table 1. Conceptual Framework of Research

Concept	Dimensions	Indicators
Work culture (Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 39 of 2012 concerning Guidelines for The Development of Work Culture employee and Budi Paramita (1977))	Attitude Towards Work	1. Employee awareness
	Behavior at work	2. Responsive 3. To honest in work 4. Discipline employees 5. Responsibility in working 6. Cooperation with colleagues 7. Willing to receive leadership direction
	Understanding the meaning of work	8. Complete the task quickly and appropriately

RESEARCH AND RESULTS

Government Officer Work Culture At Fakfak District

Work culture is one of the important things in an organization both private organizations and government organizations, which in this case the author focuses more on the work culture of government organizations that are more precisely in fakfak district fakfak region. In this era, a good work culture is needed because this work culture concerns all things for better ASN services to the community, discipline asn itself, employee performance and even public assessment of the good and bad of the agency or organization of government it could be based on the work culture that exists in the agency or organization of the government.

This study uses the Regulation of the Minister of Administrative and Bureaucratic Reform No. 39 of 2012 on Guidelines for The Development of Work Culture employee and the theory of Budi Paramita (1977) as the basis in assessing the work culture in Fakfak District Fakfak Regency. In this study the authors concluded that the work culture in Fakfak District of Fakfak Region can be considered still lacking, this is because there are still employees whose work culture is considered not good enough, indeed if it still going like this, there are employees who have a poor work culture, it can be a threatfull and may affect employees who already have a good work culture.

1. Attitude Towards Work

Attitude to work is one dimension in

seeing and assessing government officer work culture at Fakfak District, in attitude to work there are also several indicators of assessment such as awareness at work, responsive to work and honest in work. Based on the results of an interview with Mrs. Kery W. Nasifah, S.STP, M.Si as the Head of Fakfak District, she revealed that:

“Many employees in Fakfak District still do not have a good awareness at work, because there are still many of the employees who laze during office hours, many also prefer to drink coffee and relax making the office as if it were a place to hang out or a recreation place for them, when the employees are given the task to do as well there are still many of them who respond slowly. These traits should not be owned by a civil servant of the state because many people expect good service from us a civil servant of the state, and for honest problems in working, Alhamdulillah so far I have never found any employees who bee or reciprocate from the community in their service and also I have never found employees who lie in any case so for honest problems or not so far the employees are always honest it's just the lazy nature and lack of response in responding to the given work that is still attached and difficult to remove from the employees.”

The poor habits of the employees in Fakfak District are very difficult to eliminate because it has become a habit that is often carried out continuously, this is based on a statement from Mr. Sulaiman Rohrohmana, S.IP as Fakfak District Secretary from the interview in January 2019, he revealed that:

“Personally, of each employee who is in the Fakfak District office is different there are indeed diligent and there are indeed lazy things like this is no longer undeniable, this attitude greatly affects employees at work and the response of employees at work. So as far as I'm concerned there are still many employees in this District office awareness at the time of work is very lacking there are

still many employees who are lazy during their working hours.”

Many factors also actually affect the attitudes of employees like this, the environmental factors in which employees live is also actually one of the strong factors that cause lazy nature that exists in employees, but actually this kind of thing deeply related to each employee how to respond to such things, lack of awareness of employees at work and the slow response of the employees when given the task, this statement was justified by Mr. S. Akbar Woretma, S.Sos as The Head of Peace and Order Section in the January 2020 interview, he said that:

“It is true that many employees in Fakfak District still do not have good awareness at work and when given the task of response given is very slow, there are still many employees who can not control themselves not to laze at work, self-awareness is less and lazy to improve themselves for the better, is a very affecting attitude of the employees, they always want to be in their comfort zone and do not want to get out of the comfort zone, relaxing and lazing is a very comfortable zone for those employees, for them the employees present in the office and showing their face at the leadership alone is enough for them that matters to them.”

Based on the data above, the results of the author's analysis is very clear that the attitude towards the work owned by employees in Fakfak District is still very lacking, the response to existing or given work is still very lacking this causes the service provided to the community is also ultimately not maximal, even there are people who are sometimes upset with the attitudes of such employees. But behind all that honesty from the employees in Fakfak District is highly praised because so far, no party has felt lied to by employees in Fakfak District.

Attitude towards this work is one of the dimensions used by the author as the basis in looking at government officer work culture at Fakfak District, attitude to the work owned by

employees in Fakfak District if seen or can be said to be quite good. Attitude to the work owned by employees in Fakfak District cannot be good because there is still a lack of responsiveness of employees to the work given, the response given should be better, but employees in Fakfak District when given the task must have been slow reaction in response to this.

2. Behavior At Work Time

Related to behavior at work, namely where this work behavior is one of the dimensions to assess government officer work culture at Fakfak District, this behavior at work time can be seen in the daily life of employees during office hours. Based on a statement from Mrs. Kery W. Nafisah, S.STP, M.Si as the Head of Fakfak District from her interview revealed that:

“The behavior at work owned by the employees in the Fakfak District Office if judged to be good enough is only disciplined by employees in Fakfak District is still very lacking, this can be seen from the many employees who come to the office as they please and go home as they please, even during working hours sometimes there are employees who are out of sight. As for employees who do not enter the office at all days or even weeks, this is a difficult thing to change because it has become a habit that is done continuously.”

Then according to the interview with Mr. Sulaiman Rohrohmana, S.IP as secretary of Fakfak District in January 2020 he revealed that:

“The sense of responsibility that the employees in Fakfak District have is very large, when they are given the task then they will actually do it until it is finished for the right and wrong problems that are about later for them as long as they get the job done. Although sometimes they like to delay work and when given the task their response is very slow and they

often laze during working hours, but when they are ready to do the task then they actually get it done and if they encounter difficulties they usually ask for help to their colleagues who understand better, so there is no selfishness between fellow employees.”

In addition, Mr. S. Akbar Woretma, S.Sos as The Head of Peace and Order Section revealed that, there are still many employees in Fakfak District who do not have good discipline but when they are given directions always receive well. The direction given is always carried out even though sometimes the response given a slow response all depends on what kind of direction is given, when the direction to do the task then slow response given by the employees.

But when they accept the task, they are very responsible in completing it, they never leave the task if they are willing to accept the task, even though sometimes in completing the task they are lazy, but the task is still completed by them. The solidarity of the employees in Fakfak District is very high, such as strengthening cooperation between employees by help each other if there are colleagues who are difficult in completing the task

Picture 1. Employee Absentee Recapitulation

Based on the data above, the results of the author's analysis of the behavior, at the time of work of employees in Fakfak District can not be categorized well. It is because there are still many employees who are not disciplined, such as there are still employees who come and go home at their will. In addition, there are employees who do not enter the office for days

or even weeks. Although the sense of responsibility that the employees have is good and can receive the direction of the leadership, according to the author based on the interview, those are not maximal with many shortcomings such as their responsibility in completing the task. The employees doing it with laziness so that sometimes it takes a long time and when given direction from the leadership sometimes they also give a slow response if it is about doing something.

3. Understanding the Meaning of Work

Understanding the meaning of work owned by the employees in Fakfak District is considered still lacking, this can be seen from the understanding of an employee in completing the task given to him, related with duration and appropriation of the assignment. This was justified by Mrs. Kery W. Nasifah, S.STP, M.Si as the Head of Fakfak District based on the results of a January 2020 interview she revealed, that:

“In Fakfak District, there are still many employees who can not complete the task given quickly and precisely. Although some can complete quickly, surely it get a lot of corrections to be corrected, indeed not all employees like this, but more employees like this compared to employees who can complete the task quickly and precisely. It is undeniable that many of our employees must be given special trainings so that their skills and insights can be increased so that in the completion of the task given can be done well.”

Completing the task quickly and appropriately must have an understanding of the work to be done, if it does not have an understanding in the work then it will be difficult for an employee to complete the task quickly and appropriately. Based on the results of an interview with Mr. Sulaiman Rohrohman, S.IP as Fakfak District Secretary in January 2020 he revealed that:

“Many employees in Fakfak District are

still very difficult to complete tasks quickly and precisely. Tasks given to employees sometimes take a long time to complete, this is due to the lazy and relaxing nature at work and other things that affect the lack of skills and knowledge of employees in doing or completing tasks given.”

Based on the data above, the results of the author's analysis of the understanding of the meaning of work seen from the indicators of completing tasks quickly and precisely. Employees who can not complete the task quickly and precisely do not merely because there are still many employees who like to relax and laze during working hours, employees in Fakfak District also need special trainings so that the skills and insights of employees can be increased and petrified in completing tasks quickly and precisely.

CONCLUSION

Based on the results of the analysis in the previous description of the work culture of employees in fakfak district fakfak district, the author can draw conclusions that the work culture in Fakfak District is considered not good. This is seen from the dimension of attitude to work is not optimal, work behavior is not optimal and understanding of work is not optimal.

Based on the above conclusions, the author gives some recommendations as follows:

1. The necessity to increase employee awareness constantly and reminded regularly in every morning ceremony and afternoon ceremony for employees to not laze. In addition, fellow employees must also continue to remind each other not to laze.
2. The necessity to give awards or providing additional benefits to employees who earn achievements.

The necessity for additional trainings to employees in order to improve task and assignment quality and duration.

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