

# Plagiarism Scan Report

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### Abstract

The goals of bureaucratic reform were to increase the service quality provided for society and stakeholders and to enhance the work performance in order to be able to carry out their duties and functions. Bureaucratic reform needs alteration of work culture which is not only addressed to the employees but also to the functionary as the leader in government or local government. The problem in this research was whether there was influence of work culture among civil servant on work performance in Department of Transportation, Communication and Informatics of West Sumatera Province or not. This research was a quantitative research and consisted of work culture as the independent variable and work performance as the dependent variable. The number of the sample was 87 apparatus. The data were taken by using a questionnaire with Likert scale and were analyzed by using study documentation and simple regression technique. The research found that; (1) The influence of work culture on justice was 0,265; (2) The influence of work culture on decency and fairness was 0,048; (3) The influence of work culture on work quantity was 0,189; (4) The influence of work culture on discipline was 0,460; and (5) The influence of work culture on work performance as a whole was 0,285. The conclusion was work culture of the employees of Department of Transportation, Communication and Informatics of West Sumatera Province positively influenced work performance as a whole and also influenced each indicator of work performance significantly. Department of Transportation, Communications and Information Technology of West Sumatera province have to pay attention to the work culture in its office to enhance the performance of the employee by improving the positive work culture, encouraging the noble value in workplace and improving work performance indicators other than discipline, namely justice, decency and fairness, and quantity of work.

**Keywords:** Work culture, Work Performance, Government Employees.

### Introduction

The goals of bureaucratic reform are to increase service quality for citizen and stakeholder and to increase work performance of employee in government or local government in carrying out their duties and functions. Bureaucratic reform needs the alteration of work culture which is not only for employee but also for functionary as leader in government or local government. So their position as the prime mover of development and community empowerment to gain the social welfare and justice can be realized immediately. Furthermore, according to the influence of work culture on local government

bureaucracy, the experts tend to compare the concept with western bureaucracy concept such as Weber's theory. Weber's theory is focused on dividing the task individually and it matches with the individualism culture in western countries. This concept is difficult to be implemented because it does not match with the culture of Asian countries that have a high sense of togetherness and collectivity. This argument is supported by Ho'stede's finding in his previous research. We have to see the truth of ethnic culture clearly that contribute in carrying out the duties optimally.

Therefore, the concept needs to be reformed from the feudal to the rational, from priyayi (ambtenaar) nuance to configuration of rational authority although the concept of Weberian clearly stated that the power is exist in every hierarchy. The higher the hierarchy is, the more the power is, otherwise the lower the hierarchy is, the less the power is. People are the lowest hierarchy so they have less power compared to the others. Weber's theory stated that people in the lower hierarchy should not fight people in the higher hierarchy (in Thoha, 1999). The internalization process of the positive value of work culture to the civil state apparatus (ASN) requires seriousness and competency so the benefit of work culture can be felt in increasing the work performance of the employees.

The Indonesia government has set the Government Regulation Number 46 of 2011 which is then perfected by the Head of State Employment Agency Regulations No. 1 of 2013. The assessment of employees' work performances was not transparent until the government regulation was set. The Government Regulation No. 46 Year 2011 obliges the apparatus to set their target and realization in order to embody the professional and accountable apparatus in delivering an excellent service to the citizens.