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Research Objectives

The aims of this study were to see the influence of work culture on work performance among the civil servants in Department of Transportation, Communication and Informatics of West Sumatera and to clarify the positive work culture in it that can support the performance of the employees of Department of Transportation, Communication and Informatics of West Sumatera.

Significance of the Study

To improve the employee performance and to accelerate the achievement of bureaucratic reform objectives, Indonesia government through Regulation of the Minister o Administrative Reform number 39/2012 about Guidelines for the development of a work culture has been set a guideline to establish work culture in government apparatus. There are already few ministries that have established their own work culture such as; (1) "Kami PASTI" in Ministry of Law and Human Right; (2) integrity, professionalism, innovation, responsibility, and fairness values in Ministry of Religious Affair. The establishment o work culture is also established in various local governments by adopting their local wisdom such as Yogyakarta Province (Sulistriyani et al, 2017). Although the local government has established its own work culture, departments in local government level also have chances to establish work culture that matches with their identity. The main value of work culture in an organization has to be identified in order to ease the mindset development and accelerate the process of bureaucratic reform in local government.

Conceptual Framework

Work Culture Concept

Work culture is a philosophy that is based on a view of life as values into the nature, habits and driving forces, entrenched in a community group or organization, which is reflected in the attitude then becomes behaviors, beliefs, ideals, views, and actions (Triguno, 2004; Supriyadi and Triguno, 2006).

Aldri and Muhammad Ali (2011; 2012) and Aldri (2011; 2014) argues that the work culture provides a perspective of the value of positive and negative values in understanding how to work, norms, patterns of thought and behavior of any person or group of people in doing a job. Aldri (2014; 2015) also said that a positive work culture will have a positive influence in increasing staff performance and in the development process if it is implemented thoroughly and continuously.

Work Performance

Performance is the result of work produced by the employee or the real behavior that is displayed according to their role within the organization. Meanwhile the work performance is the result of the quality and quantity of work accomplished by an employee in

performing their duties in accordance with the responsibilities given to him. Employee performance is a very important point in the organization's efforts to achieve its objectives, so that the various activities of the organization must be done to improve it. One of them is through the performance appraisal.

Work performance is indicated by employees' seriousness in completing their tasks that are assigned to them based on skills, experience, seriousness and the time (Hasibuan, 2011: 94). Furthermore, it also said that the work performance is a combination of three factors: (a) interest in the work, (b) receipt of task delegation, and (c) the role and the level of motivation of an employee.

Mangkunagara (2000: 67) states that there are two factors affecting the achievement o work; (1) Psychological ability factor. The employee ability consists of IQ, knowledge, and skill. Thus, employees who have IQ above average (110-120) with an adequate knowledge and skill will be easier to achieve the expected performance. Therefore, employees need to be placed in jobs that match their expertise (the right man in the right place, the right man on the right job); (2) Motivation factor which is formed from employee's attitude in facing the situation in their workplace. Motivation is a condition that drives employees to achieve organizational goals (work purposes). Mental stance is a state of mental that encourages the employee to work as best as he could and to achieve their maximum performance. It means that an employee has to be mentally ready, physically strong, and have a comprehensive understanding about the objectives of the organization and the work target to achieve.

Methodology

This research is a quantitative research. There were two variables in this research which are work culture as the independent variable (X) and employee's work performance as the dependent variable (Y). The population in this study was all 95 civil servants (PNS), in Department of Transportation, Communication and Information of West Sumatra province (source: BPS 2016). The sample was counted by using slovin formula and 87 respondents were obtained. The data were collected by using a valid and reliable questionnaire and were analyzed by using simple regression formula using the Q-Test.

Result

Characteristics of Respondents

The socio-demographic characteristics of the respondents in this research are shown in table below: