Plagiarism Scan Report

Content Checked For Plagiarism:

Based on table above, the work culture's indicator that has biggest influence on work performance was discipline that influenced work performance for 46%. The lowest influence was shown by feasibility and reasonableness for 0.48%. There are lots of things that have to be done to increase the influence of each indicator on work performance. According to the result of research conducted by Aldri and Muhammad Ali (2011), it suggested that the positive work culture that has strong influence on attitude and fair action can push the employees to serve the public based on their function, responsibility, job, and their authority well.

In addition, the superior and subordinate relationship is as stated by Hunik (2011) has an impact on the meaning of justice in the culture of the organization by the members of the organization. Justice in an organization is divided into two types: organizational procedural and distributive justice. Procedural justice is the perceived fairness of the procedures used for the distribution and running of the organization. While distributive justice is the perceived fairness in the distribution of resources and rewards derived from the organization.

This is also consistent with the view Vasthi Nughroho (in Aldri and Muhammad Ali (2011), justice is essentially treats a person or other parties in accordance with their rights. That the rights of every person are recognized and treated in accordance with the dignity and values, which are equal, which equal rights and obligations, without distinction of race, ancestry, and religion. in light of justice on the opinion of Faturochman (Aldri and Muhammad Ali (2011) a justice that essentially has a formulation with three levels o outcomes, procedures, and systems. justice relating to the outcome is often referred to as distributive justice. distributive justice often be used to analyze government policies to the people. Then, procedural justice related to various processes and treatment of people who are involved in the process. The difference between distributive and procedural justice lays in the nature of the formal regulation, the decision making, the interpersonal treatment, and the psychological factor. The nature of the formal regulation is usually formal and can be accepted as something natural. In the other hand, the explanation and the interpersonal treatment can influence/affect the procedure so it looks fairer. The group values are; respect for others, trust, impartiality on a person/a group. In addition, the fairness of the system is closely related to the existing structure with criteria; (1) loyal; (2) not biased; (3) organized by accurate data and information; (4) high correct ability; (5) representative; and (6) based on ethic and morale.

In terms of feasibility and fairness, they need to be improved. Aldri (2015) suggested that the feasibility and fairness of the apparatus to complete the task are measured by the speed to complete it and the adjustment with SOP. Those abilities are reflected in their

ability to communicate with other colleagues, physical appearances, courtesy, and their competency. This finding is also supported by Manik (2012) who said that the communication intensity between the colleagues in workplace is one of the key factors in building a positive work culture. It might influence the understanding of work culture among the apparatus in the workplace.

The research showed that the level of apparatus discipline was high because of their obedience on work hour. It also suggested that their obedience was closely related with the amount of local incentive received. Furthermore, Aldri (2015) found that there were many sources of work culture that can influence apparatus performance, they were; (1) globalization; (2) bureaucrat experiences in the past; (3) dynamic interaction among colleagues; (4) formal education; (5) leadership style of the leaders in work place; and (6) the regional and vice regional leader.

In general, this research showed that if positive work culture is implemented in the work place, the apparatus performance can be improved effectively. By attending and leaving the workplace on-time, there will be many works could be done efficiently based on SOP. The effort to improve the positive work culture is relevant with the vision and the mission of Department Transportation, Communications and Information Technology of West Sumatra Province. Department Transportation, Communications and Information Technology of West Sumatra Province is one of vital departments because it provides the basic needs of public, transportation and information. Transportation sector is the vein o human activity meanwhile information sector is the basic to take every decision. Thus, the improvement of apparatus performance based on positive work culture is important and must be done effectively and efficiently in order to show a good image of Sumatera Barat Government in regional and national level.

The analysis of apparatus performance based on work culture must be done continuously in order to improve the reliability of the apparatus so they can face any obstacles and explore every resource that can lead to the increase of local government revenue from transportation and information sectors. The component of positive work culture can open more opportunity and access for the public to the social welfare. So, positive work culture can influence the values of apparatus performance. The outcome of their performance can be the feedback or input for the next improvement individually or in groups. The understanding about this condition benefits the top management to determine the goal, the path, the plan, even the career development (recruitment, training, promotion, and reward) of the organization to be in line with the times.