



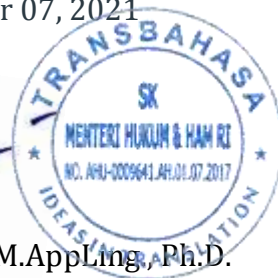

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THE IMPACT OF WORK CULTURE ON THE APPARATUS WORK PERFORMANCE

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ABSTRACT

Work culture has a direct positive effect on the performance of the apparatus. If the apparatus creates conducive work culture in managing the allocation of village funds, their work performances will get better as well. The study aimed to explore the impact of work culture on the apparatus work performance. This quantitative study employed a survey method with causal analysis; the subject was the apparatus in Gorontalo Regency. The study results found that the creation and improvement of work culture will increase the work performance of the apparatus in managing village allocation funds. This means that work culture is a set of values, norms, and rules that are felt by individuals. It is fostering belief based on the values believed by employees to realize the best work performance in forming a work culture that occurs when the work environment or learning organization faces problems in the organization. As a result, creating a conducive workplace culture will be the main factor determining changes in apparatus performance in planning, implementing, and evaluating work programs.

Keywords: Work Culture, Apparatus Work Performance, village allocation funds

A. INTRODUCTION

Regional Autonomy has the authority to regulate and manage the interests of the community based on local origins and customs in the current reform era. This is in accordance with the mandate of the Undang-Undang Nomor 32 Tahun 2004 concerning Regional Government; it is said that regions have the authority to make policies regarding villages and sub-districts, especially providing services, increasing participation, increasing community initiatives, and empowering community that aimed at the community welfare.

According to the Undang-Undang Nomor 32 Tahun 2004 concerning Regional Government, the regions have the authority to make policies regarding villages in providing services, increasing participation, and empowering Village Communities that aimed at the community welfare. It is also followed by the Undang-Undang Nomor 33 Tahun 2004 concerning Financial Balance between The Central Government and Regional Governments. It constitutes the overall regional expenditure that prioritizes to protect and improve the quality of community life in an effort to fulfill Regional Obligations. These laws are the Amendments from the Undang-Undang Nomor 22 Tahun 1999 concerning Regional Government and the Undang-Undang Nomor 25 Tahun 1999 concerning Financial Balance between Central and Regional Government.