

ABSTRACT

Work culture is one of the key points of success in managing human resources. It is challenging to explore it within a case in LPMP Banten. This research is hoped to be the reference for the institution within its effort to improve the staffs' ability and commitment.

Referring to the background and research questions, this research is aimed to analyze the influence of some elements of work culture, such as: honesty, persistence, creativity, discipline, and science and technology towards the staffs' ability and commitment, also to find out which element mostly influences the staffs' ability and commitment. Through survey descriptive method, this writing presents not only the empirical phenomena in the office but also the influences among the variables that are considered connected and interconnected.

Questionnaire technique is used to collect the data. The variables are measured through their items stated in questionnaire based on Likert scales (score 0 – 4). The independent variables are honesty (X1), persistence (X2), creativity (X3), discipline (X4), and scientific and technological (X5), whereas the dependent variables are capability (Y1), and commitment (Y2). The multiple linear regression is used to analyze the data.

The result shows that the extent of influence from the independent variables is 74,9 % and $F = 26,11$ within its significance as 0,000 ($p < 0,05$), this reflects the work culture influences the ability.

The extent of independent variables towards commitment is 8,9 % and $F = 0,862$ within its significance as 0,514 ($p > 0,05$), this reflects the work culture does not influence the commitment.

ABSTRAK

Budaya kerja merupakan salah satu elemen kunci pengelolaan sumber daya manusia, maka penting bagi penulis menganalisis budaya kerja yang ada di Lembaga Penjaminan Mutu Pendidikan Provinsi Banten untuk melakukan perubahan cara kerja yang sesuai dengan nilai-nilai budaya kerja guna meningkatkan kemampuan dan komitmen sesuai dengan tugas pokok dan fungsi pegawai.

Berdasarkan latar belakang dan rumusan masalah yang ada penelitian ini bertujuan untuk menganalisis pengaruh budaya kerja yang terdiri dari kejujuran, ketekunan, kreativitas, kedisiplinan dan iptek terhadap kemampuan dan komitmen pegawai negeri sipil serta variabel mana yang berpengaruh terhadap kemampuan dan komitmen pegawai negeri sipil.

Metode penelitian yang digunakan bersifat deskriptif survey, bahwa penelitian tidak hanya menggambarkan dan menjelaskan fakta-fakta empiris yang ditemui dilapangan tetapi menganalisis pengaruh antara variabel satu dengan variabel lain.

Pengumpulan data dilakukan dengan menggunakan kuesioner. Pengukuran terhadap variabel-variabel dijabarkan dalam item-item pernyataan yang merujuk pada skala Likert, dengan kisaran skor antara 0 – 4. Variabel dalam penelitian ini adalah variabel bebas budaya kerja yang terdiri dari kejujuran (X1), ketekunan (X2), kreativitas (X3), kedisiplinan (X4), dan iptek (X5), sedangkan variable terikatnya adalah kemampuan (Y1), dan komitmen (Y2). Data dianalisis menggunakan analisis regresi linear berganda (multiple regresi).

Hasil penelitian membuktikan bahwa besarnya pengaruh variabel bebas budaya kerja terdiri dari kejujuran, ketekunan, kreativitas, kedisiplinan dan iptek terhadap kemampuan pegawai adalah 74,9 % dan nilai F hitung = 26,211 dengan tingkat signifikansi sebesar 0,000 ($p < 0,05$) yang berarti budaya kerja mempunyai pengaruh signifikan terhadap kemampuan.

Sedangkan hasil penelitian besarnya pengaruh variabel bebas budaya kerja terhadap komitmen hanya sebesar 8,9 % dan nilai F hitung = 0,862 dengan tingkat signifikansi sebesar 0,514 ($p > 0,05$) yang berarti budaya kerja tidak mempunyai pengaruh signifikan terhadap komitmen.

ABSTRACT

ANALISE THE WORK CULTURE, THE ABILITY, THE COMMITMENT OF CIVIL GOVERNMENT OFFICIALS OF EDUCATIONAL ASSURANCE INSTITUTION QUALITY PROVINCE OF BANTEN

Realizing that work culture is one of the key elements of human resource management, the researcher considers that there are two important aspects to be analyzed: first, analyzing the civil service's work culture aimed to make a correction of the officials' work manner based on the work culture's values to improve the ability and the commitment of the officials as their main job and function; and second, analyzing which variables influencing it so that it will be known which ones are needed to be evaluated in order to improve the ability and the commitment of the officials.

The research was an analytic design cross sectional study in which the population of the research was all of the government officials of the secretariat civil service office with 156 officials participate in. The consideration of the big amount

of the sample was based on formula which takes 102 officials as the sample. The collection of the data is done by using questionnaire. The measurement of the variable is based on Likert scale with the score shift of 0-4.

The result of is research proved that the influence of work culture's free variable which consisted of the culture of honesty, diligence, creativity, discipline, and science technology toward the ability of the officials was 0,171 or 17,1% and the

grade of F count = 3,973 with the significance degree of 0,003 ($p < 0,05$). It means

that work culture have a significant influence toward the ability.

On the other side the result of the research also proved that the influence of work culture's free variable toward the commitment is only 0,044 or 4,4% and the grade of F count = 0,893 with the significance degree of 0,489 ($p > 0,05$). It means

that work culture haven't a significant influence toward the commitment.

Keywords: work culture, ability, commitment