

INTRODUCTION

In Indonesia, public have noticed that government employees as public sector workers working for the government. In the effort of cultivating the personnel work ethic, moral responsibility and improving productivity and performance of personnel services to the community, it requires basic values of Cultural Reform Working intensively and comprehensively in the range of providers the Government apparatus. The government officials during the work culture are still low so that the performance of government agencies or the performance of civil servants is also low.

The definition of Work Culture for government staff (PNS) as stated in Kepmenpan No.25/KEP/M.PAN/04/2002, is a perception of the values and the environment that provides the meaning and philosophy of life in which these will affect the attitudes and behavior in the work. It also listed 17 behavioral formulation of the basic values of culture of the Government apparatus as an indicator of improving work culture apparatus of the Government of behaviors that must be increased so as to improve the service functions of the Government apparatus (either to the public, nor to the agencies themselves and between government agencies).

Behavioral indicators include: the commitment and consistency, authority and responsibility, sincerity and honesty, integrity and professionalism, creativity and sensitivity, and exemplary leadership, togetherness and working dynamics, precision and speed, intelligent rationality and emotion, determination and firmness, discipline and regularity of work, courage and wisdom, dedication and loyalty, morale and motivation, perseverance and patience, fairness and openness, and the mastery of science and technology. This behavior is expected to create a high capability of a civil servant so that it will encourage work with the orientation to results, which further enhance the moral and ethical integrity to interact well with peers, subordinates, superiors and with parties outside the organization.

Robbins (2002) governments that in an organization, culture performs a number of functions, such as: setting boundaries, which means creating a clear distinction between one organization with another organization; provide appropriate standards for what to say and what should be done by the employees, as makers of meaning and control mechanisms that guide and shape the attitudes and behaviors of employees. "The culture of the organization's work became the basis for employee satisfaction which will have implications for work motivation. Multiplier effect in the commitment and motivation is to increase organizational performance "(Suzanna in Prasetya: 2006).

Robbins (2001, p. 148) defines job satisfaction as an individual's general attitude towards work. And the variables that determine job satisfaction is the nature of the work, supervision, wages now, promotion opportunities and relationships with co-workers. Meanwhile, according to Locke in the Sule (2002: 211), employee satisfaction or dissatisfaction depends on the difference between what is expected and the reality. Conversely, if the employees earned less than they expected they lead to disgruntled employees.

When observed the existence of job dissatisfaction in government agencies, there is always evidence from the respect for the lower working hours, late for work, leave early, from work, slow and so forth. This situation is a manifestation of a less positive attitude of employees towards the organization, especially to his work. This suggests that the level of job satisfaction in government remains low, although the level of humility is very relative because it is related to one's feelings. This phenomenon accompanied by the government organization that is generally and relatively less effective.

To measure the success of a work culture and job satisfaction, it can be imposed on an assessment of employee performance. Definition of performance according to Mangkunegara (2001, p. 67) is the result of the quality and quantity that can be achieved