

Influence of Work Culture and Motivation on Village Device Performance at Pongko Village Office

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Abstract. The ability of an organization to carry out its activities optimally is supported by the working capital owned by the organization. One of the working capitals of an organization is human resources. The success of an organization in achieving its goals and its ability to face various challenges, both external and internal, are largely determined by its ability to manage human resources. Government organizations play a major role in carrying out governmental activities and providing public services to society, thus requiring the readiness of optimal human resources. State Civil Apparatus are expected to demonstrate integrity, discipline, and authority in the execution of their duties, and consistently prioritize work effectiveness and efficiency. This research aims to analyse the impact of work culture and motivation on the performance of village officials at the Pongko Village Office, North Walenrang District. The type of data used in this research is quantitative data. The data collection techniques used are questionnaires, observations, and interviews. The sample used in this research consists of 30 employees at the Pongko Village Office. The sampling technique applied in this study is the saturated sampling technique. The analysis technique used in this research is descriptive quantitative analysis, analyzed using multiple linear regression analysis. Based on the results of this research, it shows that Work Culture and Work Motivation significantly affect the Performance of Village Officials at the Pongko Village Office, North Walenrang District, Luwu Regency, with a significance value of 0.000. Work culture significantly affects employee performance ($p = 0.000$), while work motivation does not ($p = 0.500$).

Keywords: Work Culture, Work Motivation, Employee Performance