ABSTRACT

The aim of this research is to analyze the influence of work culture which consist of honesty, diligent, creativity, discipline, science and technology to an ability and commitment of officer and which variable that influence to an ability and commitment of civil officer general inspectorate of religion department.

This research is a kind of analytical research design cross sectional. Its population is 301 civil officers general inspectorate of religion department which have worked at least 2 years. The sample is determined based on the formula ‘n’, it is 74 officers. Because this population has specific characteristic, then this research uses purposive random sampling technique in determining sample. Collecting of data is done by using questionnaire. The assessment of variables is explained in form of statements which refers to Likert scale, its score is between 1-5. The variable of this research is independent variable of culture work which consist of honesty culture (X₁), diligent culture (X₂), creativity culture (X₃), discipline culture (X₄) science and technology culture (X₅) while its dependent variable is ability (Y₁), and commitment (Y₂). The data is analyzed by using multiple regress analysis.

The result of this research prove that the number of influence independent variable of work culture simultaneously consist of honesty culture, diligent culture, creativity culture, discipline culture, science and technology culture to the officer ability is 0,000 (p<0,05) its mean that work culture has significant positive influence to ability and partially the independent variable which has positive influence significantly is diligent culture and creativity.

Meanwhile the result of this research simultaneously the number of influence independent variable of work culture to commitment is 0,005 (p<0,05) its mean that work culture has significant positive influence to commitment and partially the independent variable which has positive influence significantly is diligent culture.