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Implications of Local Wisdom Values on the Performance of State Civil Apparatus at the Social Service of Pangkajene and Kepulauan Regency

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Abstract

The State Civil Apparatus (ASN) plays an important role in realizing effective government and public services through optimal performance. ASN performance needs to be supported by local wisdom values as a foundation for developing ethical public services that are aligned with the characteristics of the community. This study aims to analyze the influence of local wisdom values on the performance of State Civil Apparatus at the Social Affairs Office of Pangkajene and Islands Regency. This study employed a quantitative research approach to test and verify the hypotheses using measurement, calculation, formulas, and numerical data. The sample was selected using a non-probability sampling method, specifically a saturated sampling technique, involving all employees within the Social Affairs Office of Pangkajene and Islands Regency. The total sample consisted of 47 respondents. The analytical methods included classical assumption tests, simple linear regression analysis, and hypothesis testing using SPSS version 25 for Windows. The results show that local wisdom values have a positive and significant effect on ASN performance ($\beta = 0.355$; $t = 2.548$; $p = 0.014$), with an R^2 value of 0.126, indicating that local wisdom values explain 12.6% of the variation in ASN performance. These findings indicate that strengthening the values of sipakatau, sipakainge, and sipakalebbi in the workplace can play an important role in improving ASN performance and the quality of public services.

Keywords: *Local Wisdom Values, Civil Servant Performance*

A. INTRODUCTION

Public service is a tangible manifestation of the government's presence in meeting the needs of the community. In its implementation, the State Civil Apparatus plays a crucial role because ASN is not only required to carry out administrative government duties, but also to provide quality, timely services that are in line with the community's needs. Therefore, ASN performance is a crucial aspect that determines the success of public service delivery. Performance is a reflection of the level of

achievement of an activity, program, or policy in realizing the organization's predetermined goals, objectives, mission, and vision (Bastian in Indah, 2017). Optimal ASN performance is necessary so that the implementation of tasks and services to the community can take place effectively and in accordance with expected standards. The importance of the organizational environment and culture in shaping work results is also supported by Miao*et al.*(2019) and Fogalo and Abegaz (2026).

Civil servant performance is not only determined by individual abilities but can also be influenced by the environment and values that develop within the organization. One relevant factor is organizational culture, which can reflect local wisdom values. Local wisdom values are virtues, habits, culture, and customs that have been internalized and practiced in daily life, both consciously and unconsciously (Saripuddin et al., 2023). Sugiyarto and Amaruli (2018) view local wisdom as a set of knowledge and good practices that develop from the experiences of previous generations in interacting with the environment and society and are used to address various life challenges. In the context of government organizations, these values can serve as behavioral guidelines for interacting, collaborating, carrying out responsibilities, and providing services to the community. In the Bugis-Makassar context, Hasniati*et al.*(2020) shows that local wisdom values can be the foundation for developing the quality of public services.

In the context of regions with strong cultural characteristics, local wisdom values can be a factor shaping the attitudes, behavior, and ethics of civil servants in carrying out their duties. Local wisdom that has been internalized in community life can serve as a foundation for building harmonious working relationships while supporting the implementation of public services that align with the character of the local community. Values such as*spiky*, *sipakainge*, And *not yet*which contains the meaning of mutual respect, mutual reminders, and mutual glorification can be part of the work behavior of ASN in improving the quality of implementation of tasks and services to the community.

The issue of performance in public services is important to pay attention to because the quality of service is closely related to how ASN carry out their duties and responsibilities. In the context of Pangkajene and Kepulauan (Pangkep) Regency, the local government has the responsibility to ensure that services to the public can take place effectively and in accordance with community needs through various regional apparatus organizations according to their areas of authority. One of the regional apparatus organizations that has a direct role in public services is the Social Service of Pangkajene and Kepulauan Regency, which has the function of assisting the Regent in carrying out government affairs that fall under the authority of the region and assistance tasks in the social sector. The Social Service provides various forms of services to the public, including health insurance services, fulfilling disaster needs, facilities for providing ILKS recommendations, DTKS complaints, disability services,

repatriation of displaced people, repatriation facilities for beggars, KTP facilities for the elderly, and child adoption facilities. However, the implementation of public services in the local government still faces various challenges that can affect the optimization of apparatus performance, so the performance of ASN in carrying out duties and providing services to the public needs to be a concern.

Based on the research results of Devi et al. (2018), it was found that local wisdom values have a positive but insignificant effect on employee performance. This means that the higher the local wisdom values adopted, the higher the employee performance will be. This positive effect is due to the local wisdom values that are still firmly held by the community. The application of local wisdom values has a positive effect when applied in carrying out work, for example:*secret' and pace*application*secret' and pace*in doing the job very well, because the employees are afraid to deviate from what employees should do in carrying out the work mandate they are entrusted with.

Pangkajene and Kepulauan Regency, better known as Pangkep Regency, is a region in South Sulawesi Province. The characteristics of Pangkajene and Kepulauan Regency, whose people are predominantly from the Bugis and Makassar ethnic groups, provide an important cultural context for regional governance. The Pangkajene and Kepulauan Regency Government also has a mission to strengthen public awareness and participation in development programs based on tolerant religious values and local culture. The implementation of these local cultural values is reflected, among other things, through programs adapted from local cultural values, such as the *SIJAGAI* at the Health Service and programs *SHIPPING* at the Social Service. The Social Service of Pangkajene and Kepulauan Regency is a regional apparatus organization under the auspices of the Pangkajene and Kepulauan Regency government. Its function is to assist the Regent in carrying out government affairs that fall under the authority of the region and assistance tasks assigned to the region in the social sector.

In the environment of the Pangkajene and Kepulauan Regency Social Services, the relevant local wisdom values of Bugis-Makassar include:*spiky, spiky*, And *not yet*. Mark *spiky*means mutual respect or humanization of humans;*sipakainge*means reminding or admonishing each other in goodness; whereas*not yet*This means mutual respect, honor, assistance, and building a family atmosphere and mutual cooperation (Herlin et al., 2020). These values are implemented as part of the ethics and morals in relationships between employees and in carrying out service duties to the community.

The implementation of these three values is conceptually related to the performance of civil servants. The value of sipakatau, which emphasizes mutual respect, can create more conducive working relationships, allowing employees to interact and collaborate effectively. The value of sipakainge, through the habit of reminding each other, can help employees maintain the

implementation of tasks in accordance with responsibilities, procedures, and applicable norms. Meanwhile, sipakalebbi, which emphasizes mutual respect, honoring, helping, and maintaining politeness, can strengthen social relationships and cooperation among employees. A work environment that fosters mutual respect, reminders, and appreciation can conceptually support positive work behavior, smooth task implementation, and employee responsibility, which can ultimately contribute to improved civil servant performance. These conceptual findings are also supported by Mustikasari.*et al.*(2024), which shows that a work culture based on local wisdom can strengthen communication, motivation, and the work environment, thereby supporting the effectiveness of public services.

Thus, the existence of local wisdom values within the Social Services Agency is not only important to understand as part of the cultural identity of the Bugis-Makassar community, but also needs to be seen in terms of their contribution to the implementation of ASN work. The application of these values is expected to shape work behaviors that support the creation of quality, timeliness, effectiveness, and responsibility in carrying out tasks. However, the existence and application of these values do not in themselves indicate the extent of their influence on ASN performance. The relationship between the application of local wisdom values and ASN performance therefore needs to be proven through empirical testing in public service organizations.

Previous research has yielded inconsistent results regarding the relationship between local wisdom and employee performance. Devi et al. (2018) found that local wisdom values had a positive but insignificant effect on employee performance. This finding suggests a tendency that the stronger the local wisdom values, the better the employee's performance, but this effect has not been proven statistically significant. Furthermore, research presented in the manuscript on local wisdom also indicates that local cultural values can be a factor related to employee behavior and job performance. Meanwhile, Vivioli (2021) examined the influence of local wisdom values, personality, and work culture on civil servants' public service motivation. This study demonstrated that local wisdom studies have been linked to the context of the apparatus and public services, but the focus has been on public service motivation, not directly on ASN performance.

Based on previous research, there are still research gaps that require further study. On the one hand, Devi et al.'s (2018) study indicated a positive relationship between local wisdom values and employee performance, but the effect was not significant. On the other hand, Vivioli's (2021) study focused more on civil servants' public service motivation. This situation indicates that empirical evidence regarding the influence of local wisdom values on civil servant performance, particularly in public service organizations, still needs to be strengthened. Therefore, research on the influence of local wisdom values on civil servant performance at the Social Service of Pangkajene and Kepulauan

Regency is not only based on differences in research locations, but is also aimed at providing empirical evidence regarding the relationship between local cultural values and civil servant performance within the context of regional public service organizations.

The position of this research is to empirically test the values of Bugis-Makassar local wisdom which are represented through*spiky, spiky*, And *not yet*in relation to the performance of civil servants (ASN) at the Social Service of Pangkajene and Kepulauan Regency. This focus is expected to broaden understanding of how local cultural values within the community and government can relate to the performance of civil servant duties. Therefore, this study not only positions local wisdom as a cultural identity but also examines it as a factor potentially supporting civil servant performance in public service delivery.

Theoretically, this research uses*Organizational Culture Theory* which explains that organizations are not only shaped by formal structures and work systems, but also by the values, symbols, meanings, and social practices shared by organizational members. Schein (2010) explains that organizational culture is a pattern of basic assumptions shared by a group, learned in the process of solving problems of external adaptation and internal integration, and taught to new members as the correct way to think, feel, and act. In the context of this research, the values of sipakatau, sipakainge, and sipakalebbi can be understood as values that shape employee behavior and interaction patterns within the organizational environment. Therefore, organizational culture theory provides a foundation for understanding the possible relationship between cultural values that exist within an organization and the behavior and performance of ASN. This view is in line with Martinez's findings.*et al.*(2015) and Lee*et al.*. (2020) who places organizational culture as a factor that can shape organizational behavior and performance.

Based on these research gaps, this study aims to analyze the influence of local wisdom values on the performance of Civil Servants at the Social Service of Pangkajene and Kepulauan Regency. This research is expected to provide empirical evidence regarding the relationship between the values of sipakatau, sipakainge, and sipakalebbi and ASN performance and provide input for local governments in strengthening public service delivery that aligns with local cultural values.

B. LITERATURE REVIEW

Grand Theory

*Organizational culture theory*is a theory that explains that organizations are not only composed of formal structures and work systems, but are also shaped by the values, symbols, meanings, and social practices shared by their members. According to Schein (2010), organizational culture is a pattern of basic assumptions created, discovered, or developed by a group in the learning

process to overcome problems of external adaptation and internal integration. This can be interpreted as meaning that culture is formed from shared experiences and then passed on to new members as the "right way" to think and act.

Empirically, the relationship between organizational culture and performance has also been found in various contexts. Martinez*et al.*(2015) showed the importance of organizational culture in explaining performance, while Fogalo and Abegaz (2026) found that organizational culture has a significant influence on employee performance in public sector organizations.

*Organizational culture theory*helps understand that organizations are not just formal structures, but also complex systems of meaning. Culture plays a major role in determining an organization's success because it influences the behavior and work methods of its members.*Organizational culture theory*emphasizes that organizational success is determined not only by its formal structure, but also by the system of values and meanings that live within it. Organizational culture acts as a "social glue" and a behavioral guideline that influences all aspects of the organization.

Local wisdom

Local wisdom is a cultural tradition passed down from generation to generation, used as a guideline for life and maintained. Although local in nature, the values it embodies are considered universal. According to Geertz in Nasution (2024), “describes in his concept of “thick description”, local wisdom is deeply embedded in the symbols and meanings unique to a particular setting. This richness makes local wisdom a profound and contextually relevant guide for understanding the intricacies of human experience*”* This means that, in its concept of "deep description," local wisdom is embedded in symbols and meanings unique to a particular cultural environment. This richness makes local wisdom a profound and contextually relevant guide to understanding the intricacies of human experience.

Therefore, local wisdom is A body of knowledge, values, and practices that has developed and been passed down from generation to generation within a particular society. This knowledge is formed from the community's lived experiences interacting with their natural and social environments. Local wisdom often manifests itself in the form of folklore, customs, traditional technology, noble values, and belief systems.

According to Herlin et al. (2020), specifically cultural values*spiking, spiking,*And *not yet*contains the following values:

1. *Sipakatau*

*Sipakatau*Mutual respect is a humanizing trait. The values of sipakatau demonstrate that Makassarese culture positions humans as God's noble creatures, and therefore, they should be valued

and treated with respect.

2. *Sipakainge*or remind each other/admonish each other.

*Sipakainge*is one of the preventive efforts to prevent humans from actions that violate established norms. Reminding in good things to avoid ma'pakasiri-siri. As in the book Latoa Satu Lukisan Analisa terhadap Anthropologi Politik Orang Bugis that the Bugis Makassar community experiences siri' as a deep calling within themselves to maintain a value that they respect and something that is respected, valued, and owned has essential meaning for both themselves and their community.

3. *Not in the city*

*Not in the city*or respecting and praising each other, meaning loving each other and helping each other to create a family atmosphere, mutual cooperation, and not looking at social status, this culture proves that the principle adopted in the process of statehood is the principle of mutual cooperation.

Performance

Performance (*performance)* Performance is a description of the level of achievement of an activity/program/policy in realizing the organization's goals, objectives, mission, and vision as outlined in its strategic planning. The term performance is often used to refer to the achievements or level of success of individuals or groups. Performance can be determined if the individual or group meets predetermined success criteria.

According to Ass et al. (2023), the alignment between an organization's capabilities and the requirements of the tasks to be performed can foster work professionalism. This opinion emphasizes that professionalism is not only about individual abilities, but also the quality, reliability, and support of the organization's infrastructure. With this alignment, tasks can be carried out well, on time, and according to expected standards.

Robbins & Judge (2013:45) explain that a person's performance in an organization can be assessed using several indicators. The following are some indicators for measuring a person's performance:

1. Quality, namely the quality of work measured by an employee's perception ofqualitywork produced, as well as the perfection of tasks in relation to employee skills and abilities.
2. Quantity, namely the amount produced by an employee expressed in certain terms, such as; number of units, number of activity cycles completed.
3. Timeliness, namely the level of activity completed, seen from the perspective ofcoordinationwith results*output*,and maximize the time available for other activities.

4. Effectiveness, namely the level of optimal use of existing resources (money, energy, raw materials, technology) to increase the results of each unit in the use of these resources.
5. Independence, namely the level of ability and commitment of an employee in carrying out his work functions responsibly.

C. RESEARCH METHODS

Types of research

This research uses a quantitative approach with a descriptive design.*explanatory*/verification to analyze the influence of local wisdom values on the performance of State Civil Apparatus (ASN) at the Social Service of Pangkajene and Kepulauan Regency. The research design is directed at testing the causal relationship between local wisdom values as an independent variable (X) and ASN performance as a dependent variable (Y) through hypothesis testing. Data collection was carried out directly on the research object by distributing questionnaires to respondents.

Population and Sample

The research population was employees at the Social Services Office of Pangkajene and Kepulauan Regency, the target of the study. Based on the data used in the study, the number of respondents was 47 people. The sampling technique was used.*sampling*saturated, that is, all members of the population who meet the research criteria are used as respondents. Thus, the number of research samples is 47 respondents.

Data Types and Sources

The types of data used are qualitative and quantitative data. Qualitative data is non-numerical data that usually contains an analysis of the current conditions in the organization, thus helping researchers in determining problems, such as interview data in the form of notes taken during observations. Quantitative data is data in the form of numbers or figures that can change in value and vary. In the research object, quantitative data can be obtained from processing results in the form of numbers and used for analysis. The quantitative data collected by the researcher in this case is data on the number of employees, both ASN and non-ASN, who work at the Social Service of Pangkajene and Kepulauan Regency.

The data used in this study consisted of primary and secondary data. Primary data was the primary data obtained directly from respondents through a questionnaire regarding local wisdom values and civil servant performance. Secondary data served as supporting data, obtained from relevant documents from the Pangkajene and Kepulauan Regency Social Service and various scientific references relevant to the research.

Data Collection Techniques

Data collection was carried out through field studies (*field research*) using observation, interview, documentation, and questionnaire techniques. The main research instrument was a questionnaire given to all research respondents. Measurement of each statement used a Likert scale with five alternative answers, namely a score of 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, and 5 = strongly agree. The local wisdom values variable was measured through 6 statement items, while the performance variable was measured through 10 statement items. The instrument was then tested for validity and reliability to ensure that each item was suitable for use in data collection and analysis.

Operational Definition of Variables

The independent variable in this study is local wisdom values (X), while the dependent variable is ASN performance (Y). Local wisdom values are operationalized through three Bugis-Makassar cultural values, namely sipakatau, sipakainge, and sipakalebbi. Sipakatau is interpreted as an attitude of mutual respect or humanizing humans, sipakainge as an attitude of reminding or admonishing each other in goodness, while sipakalebbi is an attitude of mutual respect, honoring, helping, and building an atmosphere of family and mutual cooperation. Indicators of these values refer to Herlin et al. (2020) and are measured using 6 statement items with a Likert scale.

The ASN performance variable (Y) is operationalized as the level of employee achievement in carrying out duties and responsibilities in accordance with organizational goals and objectives. Performance measurement uses indicators of quality, quantity, timeliness, effectiveness, and independence (Robbins & Judge, 2013). The performance variable is measured using 10 statement items with a Likert scale.

Analysis Method

The data analysis technique used was simple regression using the SPSS application. This was done to determine the influence of local wisdom values on the performance of civil servants at the Social Service of Pangkajene and Kepulauan Regency. Before being used in data analysis, the research instruments were tested for validity and reliability. The validity test was conducted to determine the ability of each statement item to measure the research variables. A statement item is declared valid if the calculated r value is greater than the table r value. The reliability test was conducted using the coefficient*Cronbach's Alpha*, with the instrument being stated to be reliable when the value*Cronbach's Alpha*greater than 0.60. Instruments that have met the validity and reliability criteria are then used in data analysis.

Next, we conducted classical assumption tests, namely normality and heteroscedasticity tests. According to Juliandi et al. (2018), the normality test is conducted to determine whether the

dependent and independent variables in the regression model have a normal distribution. Meanwhile, the multicollinearity test is used to test whether there is a strong correlation between the independent variables in the regression model.

Data analysis was conducted in stages after the instrument was declared valid and reliable. The analysis began with assumption tests, including normality and heteroscedasticity tests. Next, simple linear regression analysis was used to determine the direction and magnitude of the influence of local wisdom values (X) on ASN performance (Y). The regression model used was:

$Y = a + bX$

Information:

Y = ASN performance

a = constant

b = regression coefficient

X = local wisdom values

Hypothesis testing was conducted using a t-test to determine the significance of the influence of local wisdom values individually on ASN performance. Decision making was carried out by comparing significance values with a significance level of 0.05. If the significance value is <0.05, there is a significant influence between the independent variables on the dependent variable. In addition, the coefficient of determination (R^2) was used to determine the proportion of ASN performance variations that can be explained by local wisdom values, while the remainder is explained by other factors outside the research model. All data processing and analysis processes were carried out using the SPSS application.

D. RESULTS AND DISCUSSION

Research result

1. Respondent Characteristics

The following table shows the characteristics of respondents based on gender, namely:

Table 1. Respondent Characteristics Based on Gender

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	17	36.2	36.2	36.2
	Woman	30	63.8	63.8	100.0
	Total	47	100.0	100.0	

Sumber: Output SPSS 25

Based on table 1, the characteristics of respondents based on gender show that 17 respondents or 36.2% are male, while 30 respondents or 63.8% are female.

The following table shows the characteristics of respondents based on age level, namely:

Table 2. Respondent Characteristics Based on Age Level

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 20 Years	9	19.1	19.1	19.1
	> 51 Years	4	8.5	8.5	27.7
	21 – 30 Years	16	34.0	34.0	61.7
	31 – 40 Years	5	10.6	10.6	72.3
	41 – 50 Years	13	27.7	27.7	100.0
	Total	47	100.0	100.0	

Sumber: Output SPSS 25

Based on table 2, the characteristics of respondents based on age at the Social Services Office of Pangkajene and Kepulauan Regency show that respondents aged <20 years were 9 people or 19.1%, aged 21–30 years were 16 people or 34.0%, aged 31–40 years were 5 people or 10.6%, aged 41–50 years were 13 people or 27.7%, and aged > 51 years were 4 people or 8.5%.

The following table shows the characteristics of respondents based on education level, namely:

Table 3. Respondent Characteristics Based on Education Level

Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Magister	5	10.6	10.6	10.6
	Master	20	42.6	42.6	53.2
	SMA	22	46.8	46.8	100.0
	Total	47	100.0	100.0	

Sumber: Output SPSS 25

Based on the table above, the characteristics of respondents based on education level at the Pangkajene and Kepulauan Regency Social Service Office show that respondents with high school/equivalent education level were 22 people or 46.8%, there were no Diploma III respondents, 20 Bachelor's degree holders or 42.6%, and 5 Master's degree holders or 10.6%. Based on these data, it can be seen that the most dominant level of education of respondents was high school/equivalent, namely 22 people or 46.8%.

2. Description of Research Variables

The descriptive analysis of respondents' answers regarding the intellectual intelligence variable is based on respondents' answers to statements as contained in the questionnaire distributed to respondents.

Table 4. Respondents' Responses to the Local Wisdom Value Variable (X)

Statement	SS		S		RR		TS		STS		MEAN	
	F	F%	F	F%	F	F%	F	F%	F	F%	F	F%

1	40	85.1	7	14.9	-	-	-	-	-	-	47	4.85
2	40	85.1	7	14.9	-	-	-	-	-	-	47	4.85
3	24	51.1	23	48.9	-	-	-	-	-	-	47	4.51
4	28	59.6	19	40.4	-	-	-	-	-	-	47	4.60
5	31	66.0	16	34.0	-	-	-	-	-	-	47	4.66
6	31	66.0	16	34.0	-	-	-	-	-	-	47	4.66
								Average Variable Score				4.68

Sumber: Output SPSS 25

Variable descriptions are used to describe respondents' perceptions of local wisdom values and ASN performance based on their answers to the questionnaire. The local wisdom values variable (X) is measured through six statement items representing the values of sipakatau, sipakainge, and sipakalebbi. Based on the results of data processing, the average score of the local wisdom values variable is 4.68. This value indicates that respondents gave a high assessment of the application of local wisdom values in the work environment. The highest average scores were found in the first and second items, each at 4.85, while the lowest score was 4.51 in the third item.

The following table shows the questionnaire answers by respondents to the statements on the ASN performance variable (Y), namely:

Table 5. Respondents' Responses to the ASN Performance Variable (Y)

Statement	SS		S		RR		TS		STS		MEAN	
	F	F%	F	F%	F	F%	F	F%	F	F%	F	F%
1	12	25.5	33	70.2	2	4.3	-	-	-	-	47	4.21
2	10	21.3	36	76.6	1	2.1	-	-	-	-	47	4.19
3	21	44.7	26	55.3	-	-	-	-	-	-	47	4.45
4	15	31.9	26	55.3	2	4.3	4	8.5	-	-	47	4.11
5	17	36.2	29	61.7	1	2.1	-	-	-	-	47	4.34
6	19	40.4	27	57.4	1	2.1	-	-	-	-	47	4.38
7	16	34.0	31	66.0	-	-	-	-	-	-	47	4.34
8	14	29.8	31	66.0	2	4.3	-	-	-	-	47	4.26
9	11	23.4	27	57.4	4	8.5	5	10.6	-	-	47	3.94
10	22	46.9	25	53.2	-	-	-	-	-	-	47	4.47
								Average Variable Score				4.26

Sumber: Output SPSS 25

The ASN performance variable (Y) was measured using ten statement items. Data processing results showed an average performance variable score of 4.26, indicating a tendency for respondents to highly assess their performance in carrying out their duties. The highest average score was found in the tenth item at 4.47, while the lowest score was found in the ninth item at 3.94. However, the overall average performance variable score was 4.26.

This figure indicates that respondents tended to rate the application of local wisdom values

higher than their assessment of performance. This descriptive finding provides initial context that the values of sipakatau, sipakainge, and sipakalebbi are perceived as quite strong in the workplace, while civil servant performance is also rated relatively highly. However, this descriptive finding does not yet indicate any inter-variable influence, so this relationship was further tested through regression analysis and hypothesis testing.

3. Data Quality Test

The validity test in this study will measure whether or not a statement in the questionnaire that will be distributed to respondents is valid with the aim of determining the level of accuracy of the facts that occur in the object with the researcher's data.

Table 6. Results of the Validity Test of the Local Wisdom Variable (X)

Variables	Statement	R count	R table	Results	Is
Local wisdom	X1	0.611	0.2816	r Count > r Table	Valid
	X2	0.515	0.2816	r Count > r Table	Valid
	X3	0.624	0.2816	r Count > r Table	Valid
	X4	0.680	0.2816	r Count > r Table	Valid
	X5	0.655	0.2816	r Count > r Table	Valid
	X6	0.607	0.2816	r Count > r Table	Valid

Sumber: Output SPSS 25

Instrument quality testing was conducted through validity and reliability tests before the data were used in further analysis. The validity test results showed that all six items in the local wisdom values variable had a calculated r value greater than the table r of 0.2816. The calculated r values ranged from 0.515 to 0.680. Thus, all items in the local wisdom values variable were declared valid.

Table 7. Results of the Validity Test of the Performance Variable (Y)

Variables	Statement	R count	R table	Results	Is
Performance (Y)	Y1	0.701	0.2816	r Count > r Table	Valid
	Y2	0.563	0.2816	r Count > r Table	Valid
	Y3	0.636	0.2816	r Count > r Table	Valid
	Y4	0.682	0.2816	r Count > r Table	Valid
	Y5	0.692	0.2816	r Count > r Table	Valid
	Y6	0.726	0.2816	r Count > r Table	Valid
	Y7	0.484	0.2816	r Count > r Table	Valid
	Y8	0.689	0.2816	r Count > r Table	Valid
	Y9	0.758	0.2816	r Count > r Table	Valid
	Y10	0.693	0.2816	r Count > r Table	Valid

Sumber: Output SPSS 25

In the performance variable, all ten items also had a calculated r value greater than the r table of 0.2816, with calculated r values ranging from 0.484 to 0.758. Thus, all items in the performance variable were declared valid and could be used in research analysis. Reliability testing is a test used

to measure the level of consistency of data collection instruments, so that reliable instruments can provide reliable data. The statistic often used in testing the reliability of research instruments is the coefficient of*Cronbach's Alpha* (C^{α}).

Table 8. Reliability Test Results

Variables	Cronbach's Alpha	Cross of Value	Information
Local Wisdom Value (X)	0.749	0.60	Reliable
ASN Performance (Y)	0.850	0.60	Reliable

Sumber: Output SPSS 25

Based on the discussion in table 8, the results of the reliability test show a value*Cronbach's Alpha*The local wisdom values variable was 0.749 and the performance variable was 0.850. Both values exceed the 0.60 threshold used in the study. Therefore, the instruments for both variables have adequate internal consistency and are considered reliable. Based on the validity and reliability test results, all research instruments are deemed suitable for use in the next analysis stage.

4. Classical Assumption Test

According to Juliandi et al. (2018), a normality test is conducted to determine whether the dependent and independent variables in a regression model have a normal distribution or not. The data normality test is conducted using the method*Kolmogorov-Smirnov*through SPSS.

Table 9. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.60529933
Most Extreme Differences	Absolute	.067
	Positive	.067
	Negative	-.061
Test Statistic		.067
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Sumber: Output SPSS 25

Based on table 9, prerequisite tests were conducted to ensure that the data met the necessary assumptions before simple linear regression analysis was conducted. The normality test used*One-*

*Sample Kolmogorov-Smirnov*show value*Asympt. Sig.* (2-*tailed*) is 0.200, greater than 0.05. Thus, the residuals in the regression model are normally distributed.

The heteroscedasticity test is used to test whether, in a regression model, there is inequality in the variance of residuals from one observation to another. If the variance of residuals differs from one observation to another, it is called heteroscedasticity.

Table 10. Heteroscedasticity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.
		B	Std. Error	Beta		
1	(Constant)	-1.589	4.494		-354	.725
	Local wisdom	.161	.160	-.149	1.008	.510

a. Dependent Variable: RES2

Sumber: Output SPSS 25

The heteroscedasticity test showed a significance value of 0.510, greater than 0.05. These results indicate no signs of heteroscedasticity in the regression model. With the normality assumption met and no signs of heteroscedasticity found, the data is deemed to meet the requirements for proceeding to simple linear regression analysis.

5. Simple Regression Analysis

The results of data processing using*software*SPSS application, regarding the implications of Local Wisdom values (X) on the Performance of State Civil Apparatus (Y) at the Social Service of Pangkajene and Kepulauan Regency, as follows:

Table 11. Results of Simple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.
		B	Std. Error	Beta		
1	(Constant)	22.415	7.970		2.812	.007
	Local wisdom	.723	.284	.355	2.548	.014

a. Dependent Variable: Employee Performance

Sumber: Output SPSS 25

Table 11 shows the results of simple linear regression analysis.*coeffisients* regression equations were obtained, including:

Y = a + bX

Y = 22,415 + 0,723X

The constant value of 22.415 indicates the performance value when local wisdom values are at zero in the model. Meanwhile, the regression coefficient of local wisdom values is 0.723 and is

positive. This means that a one-unit increase in local wisdom values in the model is followed by a 0.723-unit increase in ASN performance. This positive coefficient indicates a positive relationship between local wisdom values and ASN performance.

According to Sugiyono (2019:248), the correlation coefficient is a measure of the strength of the relationship between two or more variables.

Table 12. Correlation Coefficient Test Results

Correlations

		Local Wisdom Values	Performance
Local Wisdom Values	Pearson Correlation	1	.355*
	Sig. (2-tailed)		.014
	N	47	47
Performance	Pearson Correlation	.355*	1
	Sig. (2-tailed)	.014	
	N	47	47

*. Correlation is significant at the 0.05 level (2-tailed).

Sumber: Output SPSS 25

A correlation coefficient of 0.355 indicates a positive relationship between local wisdom values and performance. Based on the interpretation guidelines used in the study, this value falls within the range of 0.200–0.399, categorizing the relationship between the two variables as low. Therefore, although the direction of the relationship is positive, the strength of the linear relationship is still relatively low.

The coefficient of determination according to Riduwan (2015) is used with the aim of finding out how much influence the independent variable (X) contributes to the dependent variable (Y).

Table 13. Results of the Determination Coefficient (R2) Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.355[a]	.126	.107	3.645

a. Predictors: (Constant), Kearifan Lokal

Sumber: Output SPSS 25

The coefficient of determination test results showed an R^2 value of 0.126, or 12.6%. This value indicates that local wisdom values can explain 12.6% of the variation in ASN performance in the research model. Meanwhile, 87.4% of the variation in ASN performance is explained by other factors not included in the research model. Therefore, although local wisdom values have been shown to have a significant influence, the model's explanatory power regarding ASN performance variation is relatively limited.

6. Hypothesis Testing

Ghozali (2018) stated that the partial test or t-statistic test shows how far the independent variables individually influence the dependent variable. By using a significance level (α) of 5% from df = n-K-1, the t-value is obtained.$_{table}$, then the t value$_{table}$compared to the t-value obtained$_{count}$.

Table 14. Results of the t-Test (Partial Test)

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.
		B	Std. Error	Beta		
1	(Constant)	22.415	7.970		2.812	.007
	Local wisdom	.723	.284	.355	2.548	.014

a. Dependent Variable: Employee Performance

Sumber: Output SPSS 25

The t-test results show that the calculated t value is 2.548, while the t table is 2.0141. Because the calculated t is greater than the t table, local wisdom values have an influence on ASN performance. This result is supported by a significance value of 0.014, which means 0.014 < 0.05. Thus, the influence of local wisdom values on ASN performance is statistically significant. The regression coefficient of 0.723 which is positive indicates that the influence has a positive direction. Therefore, the hypothesis stating that local wisdom values influence ASN performance at the Pangkajene and Kepulauan Regency Social Service is supported/accepted.

Discussion

The results of the study indicate that local wisdom values have a positive and significant effect on the performance of ASN at the Social Service of Pangkajene and Kepulauan Regency. This finding is indicated by a regression coefficient of 0.723 with a t-value of 2.548 and a significance of 0.014 <0.05. This means that the stronger the application of local wisdom values in the work environment, the higher the tendency of ASN performance shown in carrying out their duties. However, the R^2 value of 12.6% indicates that local wisdom values are not the only factor explaining ASN performance, because there is still 87.4% of performance variation related to other factors outside the research model.

Descriptively, the application of local wisdom values obtained an average score of 4.68, while performance obtained an average score of 4.26. This condition indicates that respondents have a high perception of the application of local wisdom values and give a relatively high assessment of performance. Although this description cannot be used to prove a causal relationship, the regression results indicate a positive and statistically significant influence between the two variables.

This influence can be understood through three main values used in the research, namely*spiky*, *spiky*, And *not yet*. The value of sipakatau, which emphasizes mutual respect, can foster more harmonious work relationships. In the workplace, respect for fellow employees can foster good

communication, reduce the potential for interpersonal conflict, and create a more conducive work environment. This can facilitate coordination between employees in carrying out their duties, enabling work to proceed more effectively. Research findings indicate that the indicator of mutual respect is the most dominant indicator in the local wisdom values variable, as reflected in respondents' assessments of the importance of respecting fellow employees regardless of background and maintaining good manners in interactions.

Mark *sipakainge*provides a different mechanism, namely through the habit of reminding each other in carrying out work. Mutual reminders allow employees to provide corrections when work does not comply with applicable procedures or operational standards. In the context of carrying out ASN duties, this mechanism can help prevent errors, maintain accountability, and increase attention to work procedures. Thus, sipakainge not only functions as a social value but can also be an informal mechanism for controlling work behavior that supports the smooth execution of tasks. This is consistent with research findings showing that employees view mutual reminders and respect for opinions as part of efforts to maintain work effectiveness.

Meanwhile, *not yet*A culture that emphasizes mutual respect, honor, politeness, and helping others can strengthen social relationships and cooperation among employees. In public service organizations, work relationships based on respect can help create more positive interactions so that employees can work together to complete tasks. Maintaining politeness can also reduce the potential for interpersonal conflict that can disrupt coordination and work execution. The results of the study indicate that maintaining politeness in speaking and maintaining the good name and honor of fellow employees are considered important in the Social Services work environment.

These findings can be explained through*Organizational Culture Theory*which views organizational culture as a pattern of values and assumptions that are learned and shared by members of an organization in their thinking and acting. In the context of this research, values*spiking, spiking,* And *not yet*can be understood as cultural values that, when internalized in an organizational environment, shape employee interaction patterns and work behavior. These values can then influence how employees communicate, collaborate, remind each other, and carry out responsibilities. Thus, the theoretical relationship in this study can be understood through the flow of local wisdom values, internalization of values in organizational culture, the formation of work behavior, task implementation, and ASN performance. This interpretation is in line with Schein's view that organizational culture is not only in the form of symbols or formal rules, but also includes values and assumptions that shape how organizational members think and act.

In the local context of Pangkajene and Kepulauan Regency, where the majority of the population comes from Bugis and Makassar cultural backgrounds, the existence of sipakatau,

sipakainge, and sipakalebbi is relevant to understanding employee work behavior. These values not only function as cultural identities, but can also serve as guidelines for building relationships between employees, communicating, providing mutual correction, and maintaining cooperation within the organization. In the Social Services Agency, this context becomes even more relevant because employees deal directly with the community through various forms of social services. Thus, local cultural values can be one of the behavioral norms that support the implementation of service tasks, although the R^2 results indicate that their contribution to performance variation is only 12.6%.

The results of this study also need to be placed in the context of previous research. The findings align with those of Devi et al., who found a positive influence of local wisdom values on employee performance. However, previous research, as referenced in the introduction, also reported that this influence was insignificant. The discrepancy between these results and this study suggests that the relationship between local wisdom and performance can yield varying strengths of significance in different research contexts. These differences may be related to the characteristics of the organization, respondents, measurement indicators, and the cultural environment in which the research was conducted. However, this study does not provide sufficient evidence to determine which factors specifically cause these differences. Therefore, these explanations are positioned as interpretive possibilities, not as proven causal relationships. Cross-cultural perspectives are also important to consider.*et al.*(2022) showed that the relationship between public service orientation and individual performance can differ according to cultural context, so local cultural characteristics need to be considered when explaining the behavior and performance of civil servants.

The findings of this study also strengthen the relevance of research that discusses values.*spiky, spiky,* And *not yet*as part of the Bugis-Makassar culture. Nur et al.'s research explains these three values as symbols of local wisdom that serve as guidelines for the lives of the Bugis-Makassar people. In this study, these three values are placed within the context of government organizations and linked to the performance of civil servants (ASN). Thus, the research contribution lies not only in testing the statistical relationship between local wisdom and performance but also in explaining how local cultural values can serve as behavioral guidelines in public service organizations.

Overall, the results of this study indicate that local wisdom values have a positive and significant influence on the performance of civil servants (ASN) at the Social Service of Pangkajene and Kepulauan Regency. This influence can conceptually occur through the creation of a work environment that fosters mutual respect, reminders, and appreciation. However, because local wisdom values only explain 12.6% of the variation in performance, improving civil servant performance cannot rely solely on strengthening local cultural values. Other factors outside the model also have the potential to play a role in shaping civil servant performance. Therefore, local wisdom

values can be viewed as one of the supporting elements of work culture that complements other organizational and individual factors in efforts to improve civil servant performance.

E. Conclusion

Based on the research results, local wisdom values have a positive and significant impact on civil servant performance at the Pangkajene and Kepulauan Regency Social Service. This finding suggests that the implementation of the values of sipakatau, sipakainge, and sipakalebbi can be a supporting value in the civil servant work environment.*Sipakatau*through mutual respect can support harmonious working relationships and good communication;*sipakainge*through the habit of reminding each other, it can help maintain responsibility and the appropriateness of task implementation; while*not yet*Through mutual respect, politeness, and helping others, we can strengthen cooperation and create a conducive work environment. Thus, local wisdom not only serves as a cultural identity but also serves as a behavioral guideline to support the implementation of civil servant duties and performance.

This influence needs to be interpreted proportionally. Local wisdom values are one factor that can support ASN performance, not the sole determinant. In the research model, local wisdom values explained 12.6% of the variation in ASN performance, indicating that other factors outside the model could potentially influence performance. Therefore, strengthening the values of sipakatau, sipakainge, and sipakalebbi should be positioned as part of efforts that complement ASN performance management.

The findings of this study have implications for the management of ASN at the Social Service of Pangkajene and Kepulauan Regency. Strengthening the values*spiky*, *spiky*, And *not yet*This can be achieved through employee development, internalizing values in daily interactions, and strengthening communication and collaboration patterns among employees. These efforts are aimed at maintaining a working relationship of mutual respect, mutual reminders, and appreciation in supporting the implementation of civil servant (ASN) duties. Thus, local wisdom can be positioned not only as a cultural identity but also as a value that supports work culture and improves civil servant performance.

This study has limitations in terms of the scope of the model and the research object. The study only included local wisdom values as variables explaining the performance of civil servants in one organization, namely the Social Service of Pangkajene and Kepulauan Regency, with 47 respondents. Therefore, the research findings do not encompass various other factors that may influence civil servant performance and cannot describe conditions in organizations or regions with different characteristics. These limitations must be considered when interpreting and generalizing the research findings.

Future research could expand the research model by incorporating other individual and

organizational factors theoretically related to civil servant performance, thus gaining a more comprehensive understanding of the factors influencing performance. Furthermore, further research could be conducted in regional or local government organizations with different cultural characteristics to test the consistency and applicability of findings regarding the role of local wisdom values on civil servant performance.

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