

ABSTRACT

ETHOS OF WORKING IN BUREAUCRACY IN THE LOCAL GOVERNMENT OF MALANG

By
Agus Suryono

So far, the objects of researches on *ethos* of working are mainly groups of people of a certain religious belief and of private sectors, and therefore other objects are not given significant attention. This research is in response to such scarcity, to provide a new nuance on the research by conducting a research on *ethos* of working in the Local Government of Malang.

The purpose of this research is to find out and to really understand the values underlying the *ethos* of working in bureaucracy, the sources and bases of bureaucratic *ethos* of working, socio-cultural factors influencing the *ethos*, including the understanding of view of life, the meaning of work, attitudes, performances, cultures, disciplines, and public services in their work.

This qualitative research in the perspective of sociological method of Verstehen Weber (1969) proves that (1) the local cultural values as the bureaucrats' view of life underlie the *ethos* of working which are mainly influenced by strong need of power, (2) and, this view influences the ways the bureaucrats give meanings to their work and public services, as mere tasks from their superiors, as fulfillment of effective regulations, and as a way to meet personal interests (in terms of both economy and social prestige). (3) As a result of this understanding, there are public service interactions which are characterized by cooperativeness, compromise, conflict, dishonesty, intimidation, and compensation.

The result of this research, besides complimenting and enriching the theoretical framework of Weber's (1946) rational bureaucratic concept, Weber's (1958) thesis on Protestant's ethics and the spirit of capitalism, it also supports McClelland's (1965) theory on the need for achievement, Galtung's (1969) theory on the sources of authority, and Gidden's (1991) theory on the duality of a structure as instruments to clarify the reality and for the sake of analysis in this research.

Concerning its practical implication, this research underlines the importance of *ethos* of working and legal and rational bureaucratic leadership in guiding, maintaining, and improving work disciplines of the employees, establishing exemplary model, developing the culture of being bashful, giving the reward and punishment scheme in the bureaucratic settings, improving recruitment system, and the urgency of laws and regulations for standardized public services.

Key words: *Ethos of working in bureaucracy, Bureaucrats and Bureaucracy.*