

**PENGARUH BUDAYA KERJA DAN ETOS KERJA TERHADAP KINERJA KARYAWAN TETAP NON MANAJER DINAS BINA MARGA DAN PENATAAN RUANG BALAI PENGELOLAAN JALAN WILAYAH V CIAMIS.**

*ABSTRACT*

*This study aims to determine and analyze the effect of Work Culture and Work Ethics on the Performance of Non-Permanent Employee Managers of the Office of Road Management and Spatial Management of Regional Road Management in Region V Ciamis, both simultaneously, descriptive and correlational. The research methods used are Classical Assumptions, Path Analysis, Determination Coefficient and Hypothesis Testing. This research method uses a survey. Data collection techniques directly through interviews, documentation studies and questionnaires for employees.*

*Based on the results of the study note that the influence of Work Culture and Work Ethics simultaneously have the relationship of all variables influencing positively and significantly effect on Employee Performance. With the  $r^2$  value of 75.6%. Therefore, the work culture and work ethic can be improved to improve the performance of non-manager permanent employees of the Directorate General of Highways and the Spatial Management of the Region V Ciamis Road Management.*

*Keywords : Work Culture, Work Etichs and Employee Performance*