



The Impact of Siri' Na Pacce Cultural Values on Employee Performance at Maros Regency Parliament

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Abstract. This study investigates the influence of the Bugis-Makassar cultural philosophy Siri' Na Pacce, which emphasizes personal honor (Siri') and collective empathy (Pacce), on employee performance in public sector organizations. The research is grounded in the idea that local wisdom and cultural values are not only ethical guidelines but also strategic resources for strengthening human resource management and enhancing organizational outcomes. A quantitative design was applied, and primary data were gathered from 59 civil servants serving in the Regional House of Representatives (DPRD) of Maros Regency, Indonesia. The research procedures included validity and reliability testing, regression analysis, and classical assumption testing, all conducted using SPSS 25 software. The empirical findings show that Siri' Na Pacce significantly and positively affects employee performance, accounting for 37.5% of the variance explained. This suggests that employees who internalize these cultural values demonstrate stronger commitment, responsibility, and motivation in carrying out their tasks. Theoretically, the study contributes to the integration of indigenous cultural perspectives into public administration and human resource literature. Practically, it offers guidance for policymakers and managers seeking culturally sensitive approaches to improve civil servant performance. Future studies are encouraged to employ mixed-method, comparative, and cross-regional approaches to enrich and validate these insights.

Keywords: Siri' Na Pacce, Local Cultural Values, Employee Performance, Human Resource Management, Public Administration.

1. Introduction

In the contemporary era of globalization, public organizations are expected to demonstrate not only efficiency and accountability but also cultural adaptability. As institutions evolve under global administrative reforms, there is an increasing realization that cultural identity plays a crucial role in shaping organizational behavior and human resource performance [1,2]. Cultural values form the ethical foundation of human conduct and influence employee behavior, motivation, and commitment [3]. In Indonesia, where social structures are deeply intertwined with local wisdom, the philosophy of Siri' Na Pacce continues to shape professional ethics and community values, particularly in South Sulawesi. Siri' Na Pacce encapsulates the Bugis-Makassar worldview

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emphasizing dignity (Siri') a moral obligation to uphold self-respect and empathy (Pacce) a sense of shared responsibility and compassion toward others [4,5]. These values have traditionally guided social interactions, decision-making, and moral accountability, reflecting what Geertz described as the cultural "web of significance" binding identity and collective behavior [6]. In the organizational context, indigenous cultural principles like Siri' Na Pacce can strengthen ethical leadership, teamwork, and motivation [7,8]. Yet, despite their importance, few empirical studies have examined their impact on performance in formal bureaucratic settings. Therefore, this study seeks to fill that gap by empirically assessing how Siri' Na Pacce influences employee performance in DPRD Maros Regency. The findings are expected to contribute to the integration of local cultural values into human resource management (HRM) and public sector governance frameworks.

2. Literature Review

2.1 Theoretical Foundations

Cultural values are central to shaping individual and organizational behavior. According to Hofstede's cultural dimensions theory, values such as collectivism, power distance, and uncertainty avoidance strongly affect workplace relationships and motivation [9]. Within this framework, the Bugis-Makassar concept of Siri' Na Pacce aligns with collectivist and high moral commitment cultures, where personal honor and communal harmony drive ethical actions. Siri' emphasizes integrity, self-discipline, and accountability, while Pacce emphasizes empathy, compassion, and solidarity [4,10]. Together, these values serve as informal control systems that guide ethical decisionmaking and enhance social cohesion in organizations.

The integration of cultural identity in management systems is consistent with Schein's model of organizational culture, which posits that shared beliefs and values influence behavior, leadership, and productivity [11]. In the context of HRM, embedding indigenous philosophies enhances employee engagement and strengthens internal motivation [12]. Studies in cultural psychology also indicate that moral values internalized through social norms directly affect work ethics and performance outcomes [13]. Thus, Siri' Na Pacce functions not only as a cultural expression but also as a moral mechanism for sustaining accountability and collaboration within public institutions.

2.2 Empirical Insights

Numerous empirical studies underscore the significance of integrating local wisdom into organizational practices. Yusuf and Rahman [1] found that indigenous accountability systems increase transparency in local governance. Similarly, Nugroho and Taufik [2] demonstrated that cultural norms strengthen discipline and motivation among civil servants. Studies in Malaysia and Thailand further reveal that embedding local cultural frameworks in HR policies enhances trust and collective performance [14].

Research focusing on Indonesian administrative contexts also highlights that cultural values act as intrinsic motivators for ethical behavior and productivity [5,6]. Nasution et al. [7] observed that local wisdom correlates positively with public sector effectiveness, while Indrawan and Sari [8] reported that indigenous values reinforce organizational discipline. However, despite these findings, there remains limited evidence regarding how Siri' Na Pacce specifically influences legislative employee performance a knowledge gap this study seeks to address.

2.3 Hypothesis Development

Based on theoretical and empirical insights, this study proposes that Siri' Na Pacce has a direct and positive influence on employee performance. The moral principle of Siri' fosters accountability and self-discipline, while Pacce encourages empathy, teamwork, and collective responsibility [10,12]. Together, these values enhance motivation, strengthen interpersonal relationships, and contribute to improved individual and organizational performance.

3. Methodology

A quantitative research approach was adopted to test the relationship between Siri' Na Pacce and employee performance. The study population consisted of 102 employees at DPRD Maros Regency, from which 59 Bugis-Makassar respondents were selected using purposive sampling. A structured questionnaire using a 5-point Likert scale measured the constructs of Siri' Na Pacce (honor, honesty, loyalty, empathy) and employee performance (quality, quantity, timeliness, effectiveness, independence). Data analysis involved validity and reliability testing, classical assumption testing, and simple regression analysis using SPSS version 25. Reliability testing employed Cronbach's Alpha, following Hair et al. [15], which considers values above 0.70 as acceptable internal consistency. A 5% significance level was used for hypothesis testing.

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$$Y = \alpha + \beta X + \epsilon \quad (1)$$

Where:

- Y = Employee Performance
- X = Siri' Na Pacce
- α = Constant
- b = Regression Coefficient
- e = Error Term

This equation evaluates how strongly Siri' Na Pacce predicts variations in employee performance.

4. Result

4.1 Respondent Characteristic

The distribution by gender shows that male respondents constituted 53.0% (n = 31), while female respondents were 47.0% (n = 28). This relatively balanced distribution indicates that the findings reflect perspectives from both genders, reducing potential gender bias in the analysis. In terms of age, the majority of respondents were in the productive age groups. Specifically, 38.0% were aged 30–39 years, followed by 36.0% aged 20–29 years, and 26.0% aged 40 years or older. This composition suggests that the sample is dominated by individuals who are actively engaged in the workforce, thus providing a relevant basis for assessing factors influencing employee performance.

Table 1. Respondent Characteristic

Category	Variable	Frequency	%
Gender	Male	31	53.0
	Female	28	47.0
Age	20–29 years	21	36.0
	30–39 years	23	38.0
	≥40 years	15	26.0

Source: Data processed using SPSS version 25 (2022)

4.2 Reliability Test

As shown in Table 2, the reliability test was conducted using Cronbach's Alpha to evaluate the internal consistency of the measurement instruments. Both variables achieved alpha values above the threshold of 0.70, which is generally considered acceptable in social science research. The construct Siri' Na Pacce (X) demonstrated a Cronbach's Alpha of 0.812, indicating high reliability and the construct Employee Performance (Y) achieved an even higher value of 0.846, also classified as highly reliable. These results confirm that the research instruments used in this study are reliable, ensuring that the constructs are measured consistently across different items. This reliability strengthens the validity of subsequent statistical analyses and the overall robustness of the study.

Table 2. Reliability Test

Variable	Cronbach's Alpha	Status
Siri' Na Pacce (X)	0.812	Reliable
Employee Performance (Y)	0.846	Reliable

Source: Data processed using SPSS version 25 (2022).

4.3 Regression Analysis

The results of the regression analysis presented in Table 3 indicate that the constant value of 12.341 ($p = 0.003$) reflects a significant baseline level of employee performance even when the predictor variable Siri' Na Pacce is not included. Furthermore, the regression coefficient of Siri' Na Pacce ($\beta = 0.682$, $t = 6.530$, $p < 0.001$) is positive and statistically significant at the 0.001 level, explaining 37.5% of the variance in the dependent variable (Y). The resulting regression equation is as follows:

$$Y=12.341+0.682X+\varepsilon \quad (2)$$

This equation demonstrates that each increase in the internalization to impact of Siri' Na Pacce values correspond to a proportional improvement in employee performance. In other words, the stronger the understanding and application of Siri' Na Pacce, the higher the level of responsibility, motivation, and dedication employees exhibit in performing their organizational duties. Theoretically, these findings support the culturalbased management perspective, which emphasizes the role of local values in shaping workplace behavior and enhancing performance outcomes. Practically, the results highlight the importance of integrating cultural values such as Siri' Na Pacce into human resource management strategies, as they can strengthen employee motivation, work ethic, and productivity within public sector organizations.

Table 3. Regression Analysis Summary

Variable	β	t-value	Sig.	Result
Constant	12.341	3.112	0.003	Significant
Siri' Na Pacce (X)	0.682	6.530	0.000	Significant (+)

Source: Data processed using SPSS version 25 (2022).

5. Discussion

The results affirm that the Bugis-Makassar philosophy of Siri' Na Pacce is a determinant of employee performance within public institutions. Employees guided by Siri' tend to exhibit moral integrity, honesty, and diligence, while those influenced by Pacce prioritize empathy, teamwork, and cooperation. This aligns with Hofstede's collectivist cultural dimension, where shared values foster harmony and commitment to collective goals [9]. Comparative studies in Southeast Asia further validate that cultural integration enhances organizational performance by strengthening trust and engagement [14]. The findings reinforce that culture-based management is essential for sustainable performance in Indonesia's bureaucratic institutions, demonstrating that cultural identity serves as an active managerial force rather than a symbolic tradition.

6. Conclusion

This research concludes that the Bugis-Makassar philosophy Siri' Na Pacce significantly enhances employee performance in DPRD Maros Regency. The dual cultural

values of honor (Siri') and empathy (Pacce) foster integrity, accountability, and teamwork, thus contributing to effective public service delivery. The study contributes to the literature by bridging cultural anthropology and public administration perspectives while offering practical recommendations for culturally adaptive HRM policies. Future research should broaden the scope through comparative and longitudinal approaches across different regions to validate the universality of these cultural principles.

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