

Implementation of Organizational Culture in Improving Employees Performance in Education and Culture Office Banyuasin District

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ABSTRACT

The aim of this research is to define the type and implementation of organizational culture in the Education and Culture Office of Banyuasin Regency in order to improve employee efficiency. The qualitative analysis techniques were used in this report. Data was obtained directly through participant observation, interviews, and documentation. This study's data analysis is descriptive, with data reduction, data show, verification, and conclusion. Personal interviews were conducted with respondents. The findings revealed that the Banyuasin District Education Office's organizational culture was a network culture and a mercenary culture. The implementation of organizational culture in improving employee performance shows good results and has an impact on improving employee performance in the Education and Culture Office of Banyuasin Regency.

Keywords: Implementation, Organizational Culture, Employee Performance

1. INTRODUCTION

In an effort to realize good organizational management so that it is expected that it will be effective and efficient so that organizational goals can be achieved, will be faced with challenges that arise both from external factors and from internal factors. Challenges External factors such as developments in science, technology, law, regulations, politics, economy, labor, society and global competition are growing rapidly and getting tougher. Explain that organizational culture is a behavioral, emotional, and psychological framework that is embedded in and shared by members in the organization [1]. Human resources (HR) in the organization must be optimized for roles and real contributions in the work for which they are responsible. The role and contribution that becomes the benchmark are human resources who have the best performance in their work. Performance as the implementation of functions that are required of a person. Based on the regulation of Law number 23 of 2014 concerning Regional Government, there are several changes and adjustments to the Provincial Regional Apparatus Organizations so that changes need to be made. Apart from that, Government Regulation Number 41 Year 2007, which until now regulates the formation of regional apparatus organizations, is considered insufficient to provide comprehensive guidelines for the

preparation and control of regional apparatus organizations that handle all government affairs [2].

Implementation is actions taken by individuals or officials, government or private groups that are directed at the creation of goals outlined in policy decisions [3]. According to Robbins (2006) A company's culture is a collection of common meanings adopted by members that distinguishes the organization from other organizations [4]. Corporate culture or organizational culture is: "the customary or traditional ways of thinking and doing things, which are shared to aggregate or lesser extent by all members of the organization and at least partially accept in order to be accepted into the service of the firm at least partially accept it in order for them to be accepted [5].

Classifies forms of organizational namely culture, network culture, culture, fragmented culture, and communal culture. The establishment of these organizational culture forms through the relationship between the level of sociability and solidarity. The sociability dimension is the level of friendship among members of the organization. Meanwhile, the solidarity dimension is the level where people understand each other about their duties and functions [4].

The term performance in various literatures has various translations, namely the word job performance and work performance, the word performance can be

translated as performance (in English), which has several meanings such as (1) action, (2) effectiveness, achievement and results, (3) carry out obligations or duties [6]. Performance is the work result in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities assigned to him [7].

The work that can be done by an individual or group of people in an organization in compliance with their respective authority and duty in an attempt to achieve the objectives of the organization concerned lawfully, does not break the law, and is in accordance with morality and ethics is referred to as efficiency [8]. The level of achievement of an individual or group of people in carrying out their duties and obligations, as well as the ability to meet the goals and expectations that have been set, is referred to as performance [9].

Argues that there are 3 indicators to determine whether or not the performance of employees at a Banyuasin Regency Education and Culture Office is good or not. These indicators are quality of work, quantity of work, and implementation of tasks [10]. The Education and Culture Office of Banyuasin Regency conducts performance appraisals once a year. The results of the performance appraisal illustrate how the quality of work of employees in the Education and Culture Office of Banyuasin Regency.

Based on previous research Mentioning that MAN 1 Makassar has used the idea of organizational culture to improve educational administration facilities, as well as its implementation and a satisfying effect that can be seen from the harmony of a service to stakeholders and a good coordination relationship between employees in completing a task and mandate. The implementation of organizational culture has had an impact on improving educational administration services. The impact that is then felt by all personal elements of the school on the concept of organizational culture may be observed together which summarizes many arguments and provides testimony or testimony to explain how effective an administrative process is when the concept of organizational culture can be collaborated with the concept of administration.

Based on the background that has been stated, so that research becomes focused, various problems related to Organizational Culture in Improving Employee Performance at the Education and Culture Office of Banyuasin Regency are formulated as follows:

1. What is the organizational culture of the Banyuasin Regency Education and Culture Office?
2. How effective is the Education and Culture Office of Banyuasin Regency's implementation of organizational culture in improving employee performance?

2. METHODS

Qualitative analysis is the type of study. Qualitative research is described as research that generates descriptive data in the form of written words from people, phenomena, events, social behaviors, attitudes, opinions, expectations, and thoughts of individuals or groups of people. In other words, the writer attempts to register, evaluate, and interpret the current conditions in this descriptive study. The object that the author examined is the implementation of Organizational Culture in Improving Employee Performance of the Education and Culture Office of Banyuasin Regency. In detail, the data analysis steps can be carried out using the Miles and Huberman process, which includes data reduction, data display, drawing conclusions, and verification.

- 1) Data compression. Data reduction is the method of simplifying data by choosing the most appropriate elements depending on the research's focus. Data reduction activity is not something separate and independent from the data analysis process, but is part of the process itself.
- 2) Data display. Display data is a process of organizing (grouping) data, making it easy to analyze and conclude. This process is done by making matrices, diagrams or graphs. With this, it is hoped that researchers can master the data and not be drowned in large piles of data.
- 3) Verification and Conclusions. Taking conclusions and verification is the third step in the analysis process, this step begins by describing the patterns, titles, relationships, things that often arise, hypotheses and so on that lead to the implementation of Organizational Culture in Improving Employee Performance of the Banyuasin Regency Education and Culture Office.

3. RESULTS AND DISCUSSION

Based on the interviews, it can be described shape organizational culture based on the theories of Stephen P. Robbins at the Department of Education and Culture is Banyuasin Network Culture and Mercenary Culture, which means looking at the Organization as a member of the family and friends (high on sociability but low on solidarity) [11]. People in a network culture are very friendly and joyful in style, tend to talk about business freely, in informal habits, and spend a lot of time socializing, and without problems, and get to know each other quickly and feel that they are a part of it. organization. Then the form of organizational Mercenary Culture's is a goal-oriented organization (low on sociability but high on solidarity). The form of cooperation that occurs between employees has created an atmosphere of equality which provides space for the emergence of active participation from all various elements.

From the results of observations and interviews that have been conducted with employees at the Banyuasin Regency Education and Culture Office, it can be assumed that the Banyuasin Regency Education and Culture has a kind of organizational culture Office is Network Culture and Mercenary Culture, meaning that there is collaboration and cooperation between each individual and cooperation. to achieve common goals in the Education and Culture Office of Banyuasin Regency. Then the implementation of organizational culture in improving the performance of employees at the Education and Culture Office of Banyuasin Regency showed good results and had an impact on improving the performance of employees at the Banyuasin Regency Education and Culture Office. This can be felt by all elements of employees on the concept of organizational culture that may be observed together.

However, the results of the author's observations on the implementation of organizational culture in the Education and Culture Office of Banyuasin Regency still show that the motivation of most employees to perform is still lacking. Although from the observations it is known that some employees at the Banyuasin District Education and Culture Office have continued their education to a higher level. This may be due to a lack of motivation and rewards given by stakeholders to employees at the Banyuasin District Education and Culture Office.

The findings of this study back up the findings of the research by Agussalim, et al [12, it is concluded that MAN 1 Makassar has applied the principle of organizational culture in improving educational administration services and has a satisfying effect that can be seen from the harmony of a service to stakeholders and a good coordination relationship between employees. in completing a task and mandate.

The implementation of organizational culture has had an impact on improving educational administration services. The impact that is then felt by all personal elements of the school on the concept of organizational culture may be observed together which summarizes many arguments and provides testimony or testimony to explain how effective an administrative process is when the concept of organizational culture can be collaborated with the concept of administration.

4. CONCLUSION

Form of organizational culture in the Education and Culture Office of Banyuasin Regency is Network Culture and Mercenary Culture. The implementation of organizational culture in improving employee performance at the Education and Culture Office of Banyuasin Regency shows good results and has an impact on improving employee performance at the Banyuasin Regency Education and Culture Office.

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