

Penerapan budaya organisasi pada PT PLN unit P3B Jawa Bali, Cinere - Jawa Barat = The Implementation of corporate culture's at PT PLN P3B JB unit's, Cinere West Java

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimana penerapan budaya organisasi di unit PT PLN. Nara sumber sebanyak 11 orang dari 95 jumlah pegawai di bidang SDM dan Umum, teknik pengumpulan data melalui wawancara. Berdasarkan hasil wawancara, budaya organisasi sudah ada sejak PT PLN baru berdiri, dan di berikan secara turun temurun untuk di implementasikan sesuai dengan keinginan bersama agar terwujud suatu organisasi yang baik bagi anggota organisasi, pelanggan, mitra kerja, dan masyarakat. Budaya organisasi pada unit PT PLN mengandung nilai-nilai yang sudah ditanamkan sejak dahulu, sehingga pada pelaksanaannya anggota organisasi dapat mengimplementasikan budaya dengan baik. Pada akhirnya dapat disimpulkan bahwa implementasi budaya organisasi sudah berjalan cukup baik dengan adanya nilai- nilai yang ada pada budaya organisasi seperti saling percaya, integritas, peduli, dan pembelajar.

Abstract

This study aims to determine how the implementation of organizational culture in unit PT PLN. Informants as much as 11 people from 95 the number of employees in the field of Human Resources and Public, techniques of collecting data through interviews. Based on the interviews, organizational culture has existed since the newly established PT PLN, and provide for generations to be implemented in accordance with a common desire to manifest a good organization for members of the organization, customers, partners, and society. Organizational culture in unit PT PLN contains the values that have been planted long ago, so the implementation can implement the culture of the organization's members as well. In the implementation of cultural implementation will certainly face a variety of inhibiting factors, such as the lack of thought will open new things and the different character of each employee. In the end it can be concluded that the implementation of organizational culture has been running quite well with the existing values in the culture of an organization such as trust, integrity, caring, and learners.