

Analisis pengembangan instrumen pengukuran budaya organisasi Balai dab Balai Besar Pengawas Obat dan Makanan di Indonesia tahun 2008

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Abstrak

Pimpinan puncak Badan POM telah menyadari pentingnya sosialisasi budaya organisasi ke seluruh pegawai, yaitu Kredibilitas, Kecepatan, Kexjasama tim dan Profesionalisme, sehingga penting untuk mengembangkan instrumen yang benar untuk mengukur dan mengevaluasi budaya organisasi di Balai / Balai Besar POM di Indonesia.

Hasil analisa rata-rata situasi saat ini pada budaya organisasi Balai / Balai Besar POM adalah 3,16 dengan nilai rata-rata yang tinggi pada profesionalisme yaitu 3,24 dan kecepatan yaitu 3,24 sedangkan nilai rata-rata terendah adalah kerja sama tim dengan nilai 3,06. Dapat disimpulkan bahwa budaya organisasi Badan POM saat ini adalah profesionalisme = kecepatan > kredibilitas > kerja sama tim. Dari hasil estimasi interval dapat dilihat bahwa 95% diyakini rata-rata budaya organisasi Balai / Balai Besar POM adalah antara 3,13 sampai dengan 3,19.

Budaya organisasi yang berlaku di Balai / Balai Besar POM di Indonesia tidak dipengaruhi oleh jenis kelamin, pendidikan, lama kerja, umur. Budaya Organisasi tersebut dipengaruhi oleh status pernikahan dan jabatan. Instrumen penelitian yang digunakan untuk mengukur Budaya Organisasi Badan POM di Balai / Balai Besar POM di Indonesia adalah instrumen penilaian yang valid dan reliabel.

.....Top management in The National Agency of Drug and Food Control realized the importance of socialized organization culture to all its member, which are Credibility, Speed, Team Work, and Professionalism, therefore it's necessary to develop correct instruments to assess and evaluate organization culture in Provincial Agency of Drug and Food Control. For these above purpose, study in focus of instruments development of organization culture in some of Provincial Agency in Indonesia became necessary.

Average result value of this organization culture research in Provincial Agency is 3,16, categorized strong organizational culture, with highest average value are in Professionalism (3,24), and Speed (3,24), while the lowest average value is Team Work (3,06). This result in sequence is Professionalism = Speed > Credibility > Team Work. The lowest organization culture has value 1,83 while the highest has value 4. From analysis of interval estimation of 95%, could be quantifiable concluded that organization culture of Provincial Agency is between 3,13 until 3,19.

There is no significant level in Education factor, Sex factor, Age factor, and also in Working Duration factor. There is significant level in organization culture between Structural Position and General Functional Position. The marriage status has significant influence in organization culture. Final conclusion of this research is that the instruments of research which be used in this study to measure organization culture are valid and reliable.