

# Penguatan budaya organisasi di Kantor Pusat Bank Indonesia = Empowering organization culture at the head office of Bank Indonesia

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## Abstrak

### [<b>ABSTRAK</b>

Skripsi ini membahas tentang cara-cara yang dilakukan Bank Indonesia dalam memperkuat budaya organisasi KITA-K. Penelitian dilakukan dengan pendekatan kualitatif dengan jenis deskriptif. Hasilnya menunjukkan bahwa budaya KITA-K belum berjalan maksimal walaupun telah dilakukan beberapa program sebagai berikut : ujian tentang KITA-K kepada calon pegawai baru, sosialisasi KITA-K, penerbitan majalah KITA-K, program penyelarasan kultur wajib dan program penyelarasan kultur pilihan. Masalah krusial dalam proses penguatan KITA-K, di antaranya (1) keterbatasan kuantitas sumber daya manusia di Tim Kultur; (2) pimpinan Satuan Kerja belum sepenuhnya mendukung program dari mitra perubahan; dan (3) mitra perubahan tiap Satuan Kerja belum melakukan tugasnya secara maksimal.

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### <i><b>ABSTRACT</b>

, This research discuss about the empowering organization culture of KITAK made in Bank Indonesia. This research is done by qualitative approach with descriptive type. The results showed that empowering organization culture KITAK at Bank Indonesia still not optimal although several program has been done such as : the exam about KITA-K for new employees candidates, socialization about KITA-K, publishing the KITA-K cultural organization magazine, mandatory culture harmonization program and optional culture harmonization program. In fact, there are some crucial problems in the process of empowering organization culture which is (1) the limited quantity of human resources in the Culture Team; (2) the leaders have not fully support the programs of agent change; and (3) agent of changes are not doing their job well.]