

Interpretasi budaya kerja organisasi birokrasi melalui performa komunikasi anggota organisasi = Interpretation of work culture in bureaucratic organization through members communicative performance / Resirasari Diah Rizkyaputri

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Abstrak

**ABSTRAK**  
Fokus penelitian ini adalah interpretasi pegawai negeri sipil muda mantan pegawai swasta,

terhadap budaya kerja organisasi birokrasi yang ditunjukkan melalui performa komunikasi anggota organisasi. Penelitian ini menggunakan perspektif interpretif, berdasar pada Teori Budaya Organisasi dari Pacanowsky dan O'Donnel-Trujillo. Metode penelitian etnografi digunakan dengan observasi partisipatori, focus group discussion dan wawancara mendalam. Hasil penelitian menunjukkan performa komunikasi organisasi birokrasi memiliki ciri yang belum sepenuhnya terbuka, berorientasi pada hubungan baik antaranggota dan minimnya fungsi kontrol pimpinan. Pengalaman dan pengamatan merupakan media enkulturasi budaya organisasi yang paling efektif bagi anggota baru. Munculnya nterpretasi terhadap budaya organisasi turut ditentukan oleh kerangka pengalaman kerja sebelumnya.

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**ABSTRACT**  
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Focus of the study is about the interpretation of young civil servant ex-private sector employee towards bureaucratic organization's work culture which is showed through communicative performance from the members. This research used interpretive perspective, based on Organizational Culture Theory from Pacanowsky and O'Donnel-Trujillo. This research used ethnography method, and data collection was conducted with participative observation, focus group discussion and in-depth interview. Result of this study indicates that organizational culture was formed by the interpretation about communicative performance from organization members , not by management functions to indoctrinate some ideal values. Communiative performance was constructed by the structure of the organizations, relationship between the members, and leadership. Meanwhile, the new members' interpretation about organizational culture was affected by the field of work experience.