

Peran nilai-nilai budaya multikultural dalam membentuk budaya organisasi di lingkungan sekolah internasional (studi kasus di Jakarta Nanyang School) = Contributions of multicultural values in constructing organization culture in international school case study in Jakarta Nanyang School

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Abstrak

[ABSTRAK

Penelitian ini mendeskripsikan peran nilai-nilai budaya multikultural dalam proses pembentukan budaya organisasi yang khas di lingkungan sekolah internasional, dan menjelaskan bahwa budaya organisasi dibentuk melalui beberapa elemen pembentuknya, yaitu gaya kepemimpinan, asimilasi budaya asing, hubungan antara karyawan lokal dan asing, dan juga melalui perbedaan budaya yang ada, termasuk perbedaan bahasa, etos kerja, kebiasaan, dan tradisi. Penelitian ini dilakukan dengan menggunakan metode kualitatif deskriptif melalui observasi berperan serta dan wawancara terhadap narasumber. Hasil dari penelitian menunjukkan (1) Nilai-nilai budaya masuk melalui berbagai strategi komunikasi yang diprakarsai oleh pemimpin organisasi, dan diadopsi oleh unit-unit organisasi di bawahnya, serta dominasi peran nilai budaya Indonesia sebagai jembatan yang menghubungkan unit-unit organisasi yang berbeda budaya. (2) Pemimpin memainkan peran penting dalam membentuk budaya organisasi. (3) Budaya asing dan budaya Indonesia memiliki peran yang sama besar dan sama penting dalam membentuk budaya organisasi. (4) Ada hubungan timbal balik yang positif yang terjadi antar karyawan yang berbeda budaya di dalam organisasi, dan budaya organisasi yang ada di Jakarta Nanyang School merupakan budaya yang spesifik dan merupakan perpaduan antara budaya asing dan budaya Indonesia.

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ABSTRACT

This study describes the contributions of multicultural values in the process of specific organization culture constructing in an international school, and describes that the organizational culture in Jakarta Nanyang School is constructed through some elements, such as leadership style, foreign culture assimilation, relationship between local and foreign employees, and through the culture differences, including language, work ethics, habits, and traditions. This study used a descriptive qualitative method through participant observation and in-depth interview with sources. The result of this study describes (1) Cultural values enter in through various communication strategies done by the organization leader, and followed by other organization units, and the domination contribution of Indonesian cultures as a bridge to connecting the organization units who has culture differences. (2) A leader of an organization has a massive contribution to build an organization culture. (3) Foreign culture and Indonesian local culture have the same contribution in constructing organizational culture. (4) There is a positive relationship between all employees who came from different cultures, and the organization culture in Jakarta Nanyang School is collaboration between foreign culture and Indonesian culture through various as.;This study describes the contributions of multicultural values in the process of specific organization culture constructing in an international school, and describes that the organizational culture in Jakarta Nanyang School is constructed through some

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