

Organisasi pemuda Youth Banten: peran budaya organisasi pada kinerja anggota dalam melakukan pemberdayaan pemuda dan masyarakat = Youth organizations Youth Banten: the role of organizational culture performance in the member doing youth and community empowerment

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Abstrak

Youth Banten merupakan organisasi pemuda berbasis kerelawanan. Para anggotanya tidak diberikan insentif atas kinerja mereka. Organisasi ini memiliki tujuan besar berupa proses pemberdayaan pemuda melalui kegiatan sosial, sehingga dengan demikian dapat pula terjadi proses pemberdayaan masyarakat desa di titik aksi mereka. Akan tetapi, Youth Banten memiliki masalah dengan kinerja para anggotanya yang menurun, berupa minimnya komunikasi, hingga berkurangnya anggota secara signifikan. Maka, upaya motivasi perlu dilakukan guna memelihara kinerja para anggota yang tersisa. Tulisan ini akan memberikan gambaran mengenai bagaimana kinerja para anggota organisasi Youth Banten dipengaruhi oleh motivasi, baik internal maupun eksternal, yang selaras dengan nilai, norma, serta struktur sosial dalam budaya organisasi yang dimiliki oleh Youth Banten.

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Youth Banten is a volunteer-based youth organizations. Their members are not given incentives for their performances. This organization has a great purpose in the form of the process of youth empowerment through social activities, and thus can also occur in the process of community empowerment in the village area of their activities. However, Youth Banten have a problem with the declining performance of its members, the lack of communications, to the members is significantly reduced. Thus, some efforts should be done to maintain the motivation of the performance of the remaining members. This article will provide an overview of how the performance of the members of the organization Youth Banten influenced by motivation, both internal and external, which is aligned with the values, norms and social structures in the organizational culture which is owned by Youth Banten.