

Pengaruh rutinitas organisasi terhadap core rigidity dan adaptive capability dalam hubungannya dengan dynamic capability dalam mencapai organizational performance pada sektor publik = The effect of organization routine on core rigidity and adaptive capability in relation to dynamic capability in term to create organizational performance at public sector

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Abstrak

Rutinitas organisasional yang biasanya dikenal dengan konsep tradisional mereka yaitu memberikan efek negatif seperti kekakuan terhadap organisasi, dalam konsep modern, ostensive dan performative routine sebagai dimensi dari rutinitas organisasi dapat menciptakan fleksibilitas dan adaptive capability. Hasil penelitian ini menunjukkan bahwa core rigidity dan adaptive capability dapat memediasi hubungan antara rutinitas organisasi dengan dynamic capability dalam penciptaan organizational performance. Penelitian ini dilakukan di organisasi sektor publik yaitu Kementerian Pendidikan dan Kebudayaan dengan menggunakan data survei dan menggunakan Structural Equation Model (SEM).

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Organizational routines commonly known as their traditional concepts by giving negative effects such as rigidity to the organization, in modern concepts, ostensive and performative routines as the dimension of organizational routine, can create flexibility and adaptive capability. The results of this research suggests that the core rigidity and adaptive capability can mediate the relationship between organizational routine and dynamic capabilities in terms of creating organizational performance. This research conducted in public sector organizations, Ministry of Education and Culture, using survey data and using the Structural Equation Model (SEM).