

Proses Adaptasi terhadap Perubahan Dua Division Culture yang Berbeda: Refleksi dalam Mengikuti Kegiatan Magang di Matahari Department Store = The Process of Adapting to Changes in Two Different Cultural Divisions: Reflection in Participating in Internships at Matahari Department Store

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Abstrak

Kegiatan magang merupakan kegiatan produktif yang dilakukan oleh mahasiswa yang ingin mengumpulkan pengalaman pekerjaan dengan mengeksplorasi dunia kerja sehingga dapat mempersiapkan dan mengembangkan potensi diri dalam karir pekerjaan salah satunya di perusahaan Matahari Department Store. Dalam melakukan adaptasi di divisi HR yang kemudian berpindah posisi menjadi divisi SA dengan mengalami proses adaptasi budaya organisasi yang berbeda terutama karena adanya perbedaan budaya di masing-masing divisi. Divisi HR sebelumnya memiliki budaya organisasi yang lebih fleksibel terhadap aturan, tetapi ketika berada di divisi SA memiliki budaya organisasi yang lebih kaku terhadap peraturan. Maka dari itu, ketika pekerjaan yang ada di divisi HR telah sepenuhnya selesai dan kemudian dapat hanya berfokus untuk melanjutkan pekerjaan di divisi SA dengan adanya division culture yang berbeda. Staff HR lebih dapat menerima budaya organisasi di divisi SA yang lebih patuh terhadap aturan melalui adaptasi eksternal dan integrasi internal divisi kelompok, sehingga staff HR mulai beradaptasi dengan aturan-aturan tersebut serta berusaha untuk tidak melanggarnya. Dengan adanya contoh kasus yang melakukan proses adaptasi dengan perbedaan dua divisi tersebut, saya dapat merefleksikan bahwa dalam setiap budaya organisasi di perusahaan, terutama dalam kegiatan magang saya di MDS, terdapat budaya organisasi yang berbeda di setiap divisi walaupun berada di lingkup satu perusahaan yang sama.

.....Internship activities are productive activities carried out by students who want to gather work experience by exploring the world of work so that they can prepare and develop their potential in a work career, one of which is at Matahari Department Store. In adapting to the HR division, which then moved to the SA division, they experienced a different process of adapting to organizational culture, mainly due to cultural differences in each division. The HR division previously had an organizational culture that was more flexible toward rules, but when it was in the SA division, it had an organizational culture that was more rigid toward regulations. Therefore, when the work in the HR division has been completely completed and can only focus on continuing work in the SA division with a different division culture. HR staffs are more receptive to organizational culture in the SA division which is more compliant with rules through external adaptation and internal integration of group divisions so that HR staffs begin to adapt to these rules and try not to violate them. With the examples of cases that carry out the adaptation process with the differences between the two divisions, the author can reflect that in every organizational culture in the company, especially in the writer's internship at MDS, there is a different organizational culture in each division even though it is within the same company.