

## Analisis hubungan budaya organisasi dengan perubahan organisasi pada badan penelitian dan pengembangan hakasasi manusia

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### Abstrak

The Analisis of Correlation Between Organization Culture with Organization Changing in the Agency for Research and Development of Human RightsAs new organization which emerged at Cabinet of "Gotong Royong" ("Kabinet Gotong Royong"), The Agency for Research and Development of Human Rights (Balitbang HAM) is the youngest unit in Ministry of Justice and Human Rights of The Republic Indonesia. The agency consists of many employees who came from different institutions with different background of occupation, experience and education. Since its forming process, the agency as a research institution has no researcher personal yet in conducting its function and task. This matter is rule in Government Rule No. 16 of the year 1994 and Presidential Degree No. 87 of the year 1999 on The Functional Position (Researcher). This research aimed to analyze the correlation of the dimension of organization culture with the model of organization changing to find out the most dominant dimension of organization culture and the correlation of each dimension of organization culture with the model of organization changing.

Theories used in this research consist of theory management and organization management of organization behavior and management, organization structuring and planning which has correlation with organization culture and changing. These two variables have correlation and accuracy.

This research using the method of descriptive approach, which is the combination of qualitative and quantitative method. Data gained through questionnaire with using Likert scale and also secondary data and interview. Then conducting test of Validity and Reliability through Pearson correlation and Alpha Cronbach, and crosstab. Finally measuring the significance and the level of correlation between dimension of organization culture with the model of organization changing with correlation of Spearman Rho.

The research result shows that the dominant organization culture which is the dimension of communication pattern is very high in The Agency for Research and Development of Human Rights. From 55,3 % respondent answer, this condition must be maintained. The model stated by the respondent is 67,8 % of the model of adopting, where the organization can make changing and adopting from internal and external condition of organization in short time and the process in accordance with the rule. Respondents with educational background of bachelor degree and master degree stated their opinion which are not agree and uncertain with the functional position (researcher) or to be in position of researcher. For the connection/correlation between the dimension of organization culture and the model of organization changing has value degree of strong (coefficient correlation; 0,793) and very strong (coefficient correlation; 0,818) which gained between the dimension of management support with re-orientation model and the dimension of reward system with re-creation model.

In considering the research result, the organization culture approach as one way in conducting organization change has significance value and positive correlation to be implemented. So in developing and changing organization can be made in accordance with the existing of employee ability. But the elements in balancing the structural and functional position should be the first priority. Thus creating harmony and motivating the employees to work harder and more creative which is not limited with employee level and position.

Bibliography: 36 Books, 7 Magazines and Journals, 2 Thesis, 2 Web Sites, 3 others (1984-2003).