

## Tinjauan terhadap learning organization staf non akademik PNS dan non PNS Fakultas Ilmu Sosial dan Ilmu Politik Universitas Indonesia Depok

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=80110&lokasi=lokal>

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### Abstrak

This research is based on appearance of various change, generally in the society and specially in college. Faculty Social Science and Politics University Indonesia ( FISIP-UI) represent one of the faculty which under UI BRIAN ( Legal Body Public of Ownership) is not quit of these problems. To stay at emulation which progressively tighten, FISIP-UI is not only claimed to be able to give best service but it is also claimed to make a change up better continually. Some expert suggest in order can live in emulation era which progressively tighten require to master learning organization. In this bearing, Senge (1994:21) told that organization learning is organization which continually develop its ability to create better future. Later; than transform become organization learning. Senge, 1994 and Senge, et, al 1996 6) said organization must having five discipline, those are Personal Mastery, Mental Model, Shared Vision, Team Learning, System Thinking. This research is done to answer two questions of research, that is : First, How far the Non Academic Staff of organization either State servant or Non State Servant doing the learning organization in FISIP-UI ? Second; What obstacles influence the Non Academic either State servant or Non State Servant on learning organization in FISIP-UI

This research represents descriptive research, using the quantitative and qualitative data. The population is non academic staff whether having state servant status or non state servant. According to the ability of researcher, this research is not include the staffs ruder non regular programs, but concentrate to the staffs of Dean/ faculty, which are the servants who are recruited by and get the salary from the faculty. This Research is done during the month of January, 2004 up to April month. 2004. The amount of population is 131 consists of 71 people of state servant and 60 of non state servant. Research use the sensus methods; therefore all of population is taken as sample of this research; using questionnaires as the tools in collecting quantitative data. From 71 of questionnaires we have distributed to all of non academic staff, we could gather 65 back only. Later, than for non state servant, from 60 questionnaires we have distributed, 57 peoples gave back and the rest, 3 did not give back them. For qualitative data, is done by the un structured interview method to 8 respondent which is assumed having competence or representative to non academic staff of FISIP-UT. After gathering quantitative data later; than processed them using computer by SPSS 10.00 program. Test appliance used the tables of frequency and cross tabulation.

Based on analysis and data interpretation, obtained the result that just a few part of whether the state servant and non state servant of non academic staff is having high grade of learning. The factors of mastering the organization learning are : habit of waiting the order from superior staff or manager, self satisfaction sense, surrender with situation, poor of ability to accurate and investigate. Later; than the less of superior or manager support , in getting news ideas which appear bottom-up ; and also less opportunity to do wrongness in order have ability to develop and run new ideas. Formulation of mission and vision which is not be on

down warded and socialized better. Besides, the non academic staff of FISIP-UI is also still less to attend the dialogue, discussion, seminar, meeting etc.