

Manajemen dan trust dalam organisasi profesional

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Abstrak

This article concludes and communicates some organizational- managerial perspectives and implications of our research on "Management Models, Organizational Forms, and Trust in An Institution of Higher Education (University)" on how managing change within the context of university/professional organization. The gap that exists between the internal organizational contexts (organizational capability, people's ability) and the external context of the organization (environmental change and complexity) should be closed or filled in. There is one organizational ingredient that play important roles in fill of in the gap, i.e., organizational trust. In this context of gap and organizational change, the presence of high organizational trust is crucial In influencing the success of an organization managing change. The gap between the internal organizational capability and the external demand of environment should be internalized within the organization so that the organization can deliver high quality of education, research, and service to the society. The question Is how to close the gap in managing a university/professional organization so that it becomes an organization that is not only professional but also innovative. To answer the question, we refer to the discussion that interrelates the management models, organizational structures, and trust within organization. The discussion is based on some findings of our research survey on "Management Models, Organizational Forms, and Trust in An Institution of Higher Education (University)" that we carried out in 2005 in one private university in Jakarta