

Perubahan budaya organisasi Badan Narkotika Nasional = Organizational culture change National Narcotics Board

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Abstrak

[ABSTRAK

Tesis ini bermaksud untuk menganalisis budaya organisasi yang saat ini terjadi/aktual dan menganalisis bagaimana budaya organisasi yang diharapkan atau sesuai untuk dikembangkan pada Badan Narkotika Nasional, dengan menggunakan kerangka berpikir Competing Values Framework (Cameron & Robert Quin, 1999) yang bertujuan untuk mengidentifikasi budaya yang saat ini terjadi/aktual dan berusaha menemukan budaya yang diharapkan.

Berdasarkan hasil pengolahan data kuesioner diperoleh temuan bahwa budaya yang paling dominan dan yang saat ini terjadi pada Badan Narkotika Nasional adalah budaya hirarki (Hierarchy), demikian pula terjadi pada satuan kerja di lingkungan Badan Narkotika Nasional. Tujuan dari budaya Hierarchy adalah untuk menjaga stabilitas dan bersifat formal, sedangkan budaya yang memiliki nilai fleksibilitas yaitu budaya Clan dan Adhocracy belum banyak dimiliki oleh Badan Narkotika Nasional. Temuan lainnya adalah bahwa nilai-nilai fleksibilitas dalam budaya Clan dan Adhocracy sangat dibutuhkan oleh organisasi Badan Narkotika Nasional, sehingga diperlukan peningkatan dan pengembangan. Nilai budaya Adhocracy diperlukan oleh seluruh satuan kerja kecuali Inspektorat utama, sedang Deputy Bidang Pencegahan dan UPT/Balai Diklat mengharapkan budaya Adhocracy tetap. Budaya Marker dominan pada satuan kerja Sekretariat Utama, Deputy Bidang Pencegahan, Deputy Bidang Pemberantasan, Deputy Bidang Rehabilitasi; dan UPT/Balai Diklat sehingga perlu dikurangi, sedangkan satuan kerja Deputy Bidang Pemberdayaan masyarakat dan Puslitdatin kurang memiliki budaya Market sehingga perlu ditingkatkan.

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ABSTRACT

This thesis intends to analyze the organizational culture that is currently happening or actual and analyze how the organizational culture that is expected or appropriate to be developed at the National Narcotics Boards, using the framework of thinking Competing Values Framework (Cameron & Robert Quin, 1999) which aims to identify the current culture and and trying to find a culture that expected / ideal.

Based on questionnaire data processing results obtained findings that the most dominant culture and which is currently happening at the National Narcotics Boards is the culture of hierarchy, as occurs in the environment unit at the

National Narcotics Boards. The purpose of the cultural hierarchy is to maintain stability and formally, while the culture that has a flexibility value is Clan culture and Adhocracy culture has not been commonly owned by the National Narcotics Boards. Other findings are that the values flexibility of the Clan and Adhocracy culture is needed by the organization of the National Narcotics Boards, so that needed improvement and development. Adhocracy culture values required by the entire unit except the main Inspectorate, than Deputy Prevention Unit and Training Center keep expect Adhocracy culture. Market dominant culture in the work unit Main Secretariat, Deputy of Prevention, Eradication Deputy, Deputy Head of Rehabilitation and UPT I Training Center so that needs to be reduced, while the work unit and community empowerment Deputy and Puslitdatin have lacked market culture, so it needs to be improved.; This thesis intends to analyze the organizational culture that is currently

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