

Analisis budaya organisasi dan kompetensi manajerial satuan Brimob Polda Metro Jaya = Analysis of organozational culture and managerial competency at brimob unit at Metro Jaya Regional police department

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Abstrak

ABSTRAK

Penelitian ini dilakukan untuk mengeksplorasi budaya organisasi dan kompetensimanajerial pada Kesatuan Brmob Polda Metro Jaya. Budaya organisasi menjadi salah satubagian dalam agenda reformasi Polri yang merupakan elemen penting dan strategis dalamtransformasi organisasi. Perubahan budaya organisasi tidak mudah sebab akan mempengaruhiperubahan nilai, kebiasaan, pola pikir, dan perilaku individu didalam organisasi. Penelitianini menggunakan konsep Organizational Culture Assessment Instrument OCAI andManagement Skill Assessment Instrument MSAI yang dikembangkan oleh Cameron andQuinn 2006 .180 petugas kepolisian menjadi sampel dalam penelitian ini. Untuk menjawabpertanyaan didalam penelitian ini, peneliti menggunakan analisis deskriptif untukmendeskripsikan persepsi setiap responden terhadap budaya saat ini existing dan budayayang diharapkan preferred di dalam organisasi. Analisis kompetensi manajerialmenggunakan skala dengan rentang nilai 1 sampai dengan 5 pada setiap managerialbehaviour, managerial effectiveness, dan importance competencies. Akhirnya dari hasilpenelitian, bahwa petugas Satuan Brimob mengharapkan adanya perubahan budayahierarchy, clan, adhocracy dan market culture. Kemudian dalam kompetensi manajerial,pada budaya Clan kompetensi mengelola pengembangan anggota organisasi dinilai sangatpenting. Pada budaya Adhocracy,kompetensi mengelola perbaikan berkelanjutan lebihpenting. Kemudian budaya market ,kompetensi mengelola karyawan lebih penting dan padabudaya hierarchy kompetensi mengelola koordinasi lebih penting dibandingkan kompetensiyang lain pada budaya hierarchy.

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ABSTRACT

This research is to examine the organizational culture and managerial competency ofBrimob unit at Metro Jaya Regional Police Department. The organizational culture is part ofthe national police reform agenda due to its strategic and important element in organizationtransformation. The changing of organizational culture is not easy because it will involve thechange in values, habit, mindset, and behaviour of the people in organization. This researchused the Organizational Culture Assessment Instrument OCAI and Management SkillAssessment Instrument MSAI developed by Cameron and Quinn 2006 .The 180 police officer and brigadier was selected as the samples in the study. Toanswer the research questions in the study, the research used descriptive analysis to describethe perception of respondents towards the existing culture and the preferred culture inorganization. The analysis of managerial competency used the five scale for each managerialbehaviour, managerial effectiveness and importance competencies. The results indicated thatthe police officer and brigadier police preferred hierarchy, clan, adhocracy and market cultureshould be improved. In terms of managerial competencies, managing the development ofother in Clan culture is more important. In adhocracy culture, managing continuousimprovement was more important. In market culture, energizing employees was moreimportant and in hierarchy culture, managing coordination was more

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