

ABSTRACT

ANALYSIS OF WORK CULTURE FOR CREATING THE QUALITY OF HUMAN RESOURCES

(Study in Organization Bureau of Local Government Lampung Province)

by

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Organization Bureau of Local Government Lampung Province is the leading sector institutional restructuring problems Provincial Government of Lampung, including the problem of utilization of performance of the apparatus and more specifically the development of the work culture. However, a variety of cultural issues in the work would occur in the Organization Bureau of Local Government Lampung Province, including employee discipline is lacking, overlapping in the work, and the transfer of personnel entering and exiting Bureau organizations that are not controlled, and many employees who spend working time with play chess, read newspapers and watching tv.

This study aims to determine how the Work Culture In Creating Qualified Human Resources Organization Bureau of Local Government Lampung Province. The method used is descriptive qualitative. Data was obtained through interviews, observation and documentation were then presented in the form of narrative text.

This research was conducted through three indicators, which are the habit of work culture, values and rules based on the theory Taliziduhu Ndraha. The results showed that the culture the employees who are working at the Organization Bureau of Local Government Lampung Province is not good. Where it is based on 1) Implementation and understanding of the duties and functions that are less good, 2) Level of discipline proved to be less, and 3) Implementation of cultural values and the values of the organization that do not lead to a work culture apparatus is expected, as well 4) Implementation of rules/policies as well as the sanctions have not been implemented at the Organization Bureau of Local Government Lampung Province.

Keywords: Work Culture, Human Resources.

ABSTRAK

ANALISIS BUDAYA KERJA DALAM MENCIPTAKAN SUMBER DAYA MANUSIA YANG BERKUALITAS (Studi pada Biro Organisasi Sekretariat Daerah Provinsi Lampung)

oleh

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Biro Organisasi Sekretariat Daerah Provinsi Lampung merupakan *leading sector* masalah penataan kelembagaan Pemerintah Provinsi Lampung, termasuk masalah pendayagunaan kinerja aparatur dan yang lebih spesifik masalah pengembangan budaya kerja. Namun berbagai permasalahan budaya kerja justru terjadi pada Biro Organisasi Sekretariat Daerah Provinsi Lampung, diantaranya kedisiplinan pegawai yang kurang, sering terjadinya tumpang tindih pekerjaan, dan perpindahan pegawai yang masuk dan keluar Biro Organisasi yang tidak terkendali, serta sorotan surat kabar bahwa banyak pegawai yang menghabiskan waktu kerja dengan bermain catur, membaca koran dan menonton tv.

Penelitian ini bertujuan untuk mengetahui bagaimana Budaya Kerja Dalam Menciptakan Sumber Daya Manusia Yang Berkualitas Pada Biro Organisasi Sekretariat Daerah Provinsi Lampung. Metode penelitian yang digunakan ialah deskriptif kualitatif. Data diperoleh melalui wawancara, observasi dan dokumentasi yang selanjutnya disajikan dalam bentuk teks naratif.

Penelitian ini dilakukan melalui tiga indikator budaya kerja yaitu kebiasaan, nilai-nilai dan peraturan berdasarkan teori Taliziduhu Ndraha. Hasil penelitian menunjukkan bahwa budaya kerja pegawai pada Biro Organisasi Sekretariat Daerah Provinsi Lampung belum baik, didasarkan pada 1) Pelaksanaan dan pemahaman akan tugas pokok dan fungsi yang kurang baik, 2) Tingkat kedisiplinan yang terbukti kurang, 3) Penerapan nilai-nilai budaya serta nilai-nilai organisasi yang tidak mengarah pada budaya kerja aparatur yang diharapkan, serta 4) Pelaksanaan peraturan/kebijakan serta sanksi belum terlaksana pada Biro Organisasi Sekretariat Daerah Provinsi Lampung.

Kata Kunci: Budaya Kerja, Sumber Daya Manusia.