

ABSTRAK

Analisis Sosiologis Tentang Budaya Organisasi dan Pengaruhnya Terhadap Responsibilitas Kinerja Pegawai (Studi Kasus di Sekretariat DPRD Provinsi Lampung)

Oleh

Vina Ida Matul Khoir

Penelitian ini dilatarbelakangi oleh pentingnya budaya organisasi dalam membentuk perilaku, etika kerja, dan tingkat responsibilitas pegawai, khususnya di lingkungan Sekretariat DPRD Provinsi Lampung. Penelitian ini bertujuan untuk menganalisis secara mendalam dinamika budaya organisasi dan keterkaitannya dengan tanggung jawab pegawai melalui pendekatan sosiologis. Metode penelitian menggunakan pendekatan kualitatif dengan studi kasus, melalui teknik observasi, wawancara mendalam, dan dokumentasi. Analisis data dilakukan secara deskriptif dengan merujuk pada Teori Strukturasi Anthony Giddens. Hasil penelitian menunjukkan bahwa budaya organisasi di Sekretariat DPRD Provinsi Lampung terbentuk dengan baik dan berlandaskan pada nilai-nilai ASN BerAKHLAK, yang meliputi berorientasi pelayanan, akuntabel, kompeten, harmonis, loyal, adaptif, dan kolaboratif. Nilai-nilai ini menjadi pedoman perilaku pegawai dalam melaksanakan tugas, sehingga tercipta lingkungan kerja yang profesional, disiplin, dan berorientasi pada pelayanan publik. Penerapan budaya organisasi di Sekretariat DPRD menggambarkan proses strukturasi struktur antara Legitimisasi, Dominasi, dan Signifikasi serta tindakan sosial pegawai saling berinteraksi dan memengaruhi. Nilai-nilai organisasi berfungsi sebagai pedoman (struktur) yang mengarahkan perilaku kerja, sementara tindakan pegawai mereproduksi dan memperkuat struktur tersebut melalui praktik sosial sehari-hari.

Kata kunci: Budaya, Organisasi, Responsibilitas, Kinerja, Pegawai.

ABSTRACT

A Sociological Analysis Of Organizational Culture and Its Influence On Employee Performance Responsibility (Case Study At The Lampung Province DPRD Secretariat)

By

Vina Ida Matul Khoir

This research is motivated by the importance of organizational culture in shaping employee behavior, work ethics, and level of responsibility, especially in the Lampung Provincial DPRD Secretariat. This study aims to analyze in depth the dynamics of organizational culture and its relationship to employee responsibility through a sociological approach. The research method uses a qualitative approach with case studies, through observation techniques, in-depth interviews, and documentation. Data analysis was conducted descriptively by referring to Anthony Giddens' Structuration Theory. The results of the study indicate that the organizational culture in the Lampung Provincial DPRD Secretariat is well formed and based on the ASN BerAKHLAK values, which include service-oriented, accountable, competent, harmonious, loyal, adaptive, and collaborative. These values serve as guidelines for employee behavior in carrying out their duties, thus creating a professional, disciplined, and public service-oriented work environment. The implementation of organizational culture in the DPRD Secretariat illustrates the process of structuration of the structure between Legitimation, Dominance, and Signification and the social actions of employees interact and influence each other. Organizational values function as guidelines (structures) that direct work behavior, while employee actions reproduce and strengthen these structures through daily social practices.

Keywords: *Culture, Organization, Responsibility, Performance, Employees.*