

Budaya organisasi lembaga Indonesia heritage foundation = The organization culture of Indonesia heritage foundation

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Abstrak

Penelitian terhadap budaya organisasi penting dilakukan karena budaya organisasi menjadi ciri khas lembaga yang memiliki pengaruh terhadap kinerja para anggota lembaga Penelitian ini membahas mengenai Budaya Organisasi Lembaga Indonesia Heritage Foundation Metode penelitian yang digunakan adalah penelitian kualitatif dengan jenis penelitian deskriptif Penelitian ini bertujuan untuk menggambarkan budaya organisasi dan proses sosialisasi budaya organisasi di Indonesia Heritage Foundation Hasil penelitian memperlihatkan bahwa IHF memiliki empat elemen budaya organisasi yang dijadikan sebagai landasan perilaku para pekerja Budaya organisasi yang dimiliki oleh IHF bisa dipahami oleh para pekerja melalui proses sosialisasi yang dipilih oleh lembaga dan terjadi sejak awal proses rekrutmen pekerja.

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The research of organization culture is important because the organization culture became their own characteristic and imoact to the performance of organization member This research discuss about Organization Culture of Indonesian Heritage Foundation The method used for this research is qualitative method with descriptive research step This research has a purpose to describe the organizational culture and the socialization process of organization culture in Indonesian Heritage Foundation The result of this thesis is shows that this organization have four element of organization culture which used by the worker as the orientation of organizational behavior The workers can understand the organization s culture through the own way of socialization process and happen from the beginning of those process especially on recruitment step.