

Penerapan budaya kerja Universitas Mercu Buana di Perpustakaan =
Application of work culture Mercu Buana University in Library /
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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20415518&lokasi=lokal>

Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi lingkungan kerja pustakawan, memahami terbentuknya budaya kerja dan proses internalisasinya, dan mengidentifikasi kendala penerapan budaya kerja UMB di Perpustakaan. Penelitian ini menggunakan paradigma konstruktivisme dengan pendekatan kualitatif dan metode studi kasus. Hasil penelitian menunjukkan bahwa penerapan budaya kerja sudah dilakukan di perpustakaan, hal tersebut terlihat dalam sikap dan perilaku pustakawan dalam bekerja sehari-hari yang merupakan wujud dari internalisasi budaya kerja UMB. Adanya resistensi dan respon negatif dari pustakawan merupakan masukan dan koreksi dalam penerapan budaya kerja UMB. Hal tersebut ditujukan kepada pimpinan UMB untuk dicarikan solusi yang positif dengan win-win solution.

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ABSTRACT

This research aims to identify the librarians working environment, to understand the formation and the process of internalization of work culture, and to identify constraints in the implementation of the work culture UMB in Library. This research uses a constructivist paradigm with qualitative approach and the case study method. The results show the application of work culture has been successfully carried out in the library, it is seen in the attitude and behavior of the librarians in their daily work which is a form of internalization work culture UMB. Resistance and negative responses from librarian is input and correction in the application of UMB work culture. It is addressed to the head of UMB to find a positive solution with win-win solution, This research aims to identify the librarians working environment, to understand the formation and the process of internalization of work culture, and to identify constraints in the implementation of the work culture UMB in Library. This research uses a constructivist paradigm with qualitative approach and the case study method. The results show the application of work culture has been successfully carried out in the library, it is seen in the attitude and behavior of the librarians in their daily work which is a form of internalization work culture UMB. Resistance and negative responses from librarian is input and correction in the application of UMB work culture. It is addressed to the head of UMB to find a positive solution with win-win solution]