

# Analysis of Organizational Culture on Competency of Educators Community Learning Activities Center (PKBM) In Minahasa District

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**Abstract**—The finding of this research: **1. Relationship Between Organizational Culture and the Competency of Educators of Community Learning Centers (PKBM) in Minahasa District and 2. How much is the degree of relationship between organizational culture and PKBM Educator Competencies in Minahasa District.** The method used in the study is quantitative inferential research population determined by census as many as 37 people, therefore this study uses population research, data collected by questionnaire technique using a Likert scale before being used tested validity and reliability followed by analysis prerequisite test with proof of homogeneity, normality and linearity . The data analysis technique used is the Correlation of Product Moments from Pearsen. The results of data analysis found: **1. correlation coefficients of  $r = 0.66$  and 2. The degree of relationship is  $r^2 = .43$ .** **Conclusion: 1. There is a relationship between organizational culture and PKBM Educator Competencies in Minahasa District and 2. There is a degree of relationship between Organizational Culture and PKBM Education Competence in Minahasa District. It is recommended that PKBM build and realize organizational culture seriously as a binder of determination and shared enthusiasm in carrying out the task of service to teach marginalized students to be able to live independently.**

**Keywords**—organizational culture, competence, PKBM

## I. INTRODUCTION

The Community Learning Center (PKBM) as an institution is built on community participation to help meet the "wasted" learning needs of the community from formal school education units. Therefore PKBM together with Learning Activity Studio (SKB) has a strategic position in developing and supporting the realization of learning communities even to promote the dignity and dignity of marginalized communities. The Community Activity Center (PKBM) was chosen as the object of research because PKBM is an educational institution outside the formal schooling system built from, by and for the community and organizes various community empowerment programs especially for those who are unable to complete education at certain levels of education (dropping out) and classified as poor.

The tasks and functions of the PKBM are very important in their implementation, which cannot be realized by themselves, even experiencing ups and downs caused by a variety of factors that influence each other. The competence of educators is thought to be one of the

determinant factors that determine the PKBM's ability to meet people's learning needs. PKBM as an organization certainly has an organizational culture that becomes a unifier of ideas and works of educators to actualize the potential of community resources. Organizational culture is a system of disseminating trust and values that develops in an organization and directs the behavior of its members. Organizational culture can be the main instrument of competitive advantage, namely if the organizational culture supports the organization's strategy, and if the organizational culture can answer or overcome environmental challenges quickly and precisely Organizational culture in addition to influencing competencies also influences the performance of Educators.

Edward B. Tylor in his book *Primitive Culture* was published in 1871 in HAR Tilaar, [3] arguing as follows: "culture or civilization is a complex whole of knowledge, belief, art, legal morals, customs and abilities and other habits obtained by humans as members of the community ". Culture originates from the word culture, adapted from Latin, which is cult which means inhabiting, working on, or worshiping, and are meaningful results of something. Warner and Joynt (2002: 3) interpret culture from Berthon (1993) as a result of human actions. Culture in an organization is characteristic of the spirit or atmosphere (belief) and belief (belief) carried out within the organization.

Richard L. Daft (2007: 107) argues, culture can be analyzed at three levels, namely: 1) Artifacts (clothing, behavior patterns, physical symbols, organizational ceremonies, office layouts). Namely: all things that can be seen, heard and observed by someone and the visions of the members of the organization. 2) Values Judging from the way people explain and justify what they do can be interpreted and stories, stories and organizational symbols that members can use to describe them and 3) c. Basic assumptions and beliefs are the core of culture and subconsciously guides behavior and decisions. Robbins [11] culture is a system of shared meanings and beliefs held by members of the organization that determine, in large part, how they act on one another and on outsiders. Widya Parimita & Wendi Hadi Prayuda, culture implies several things. First, culture is perception. Individuals

perceive organizational culture based on what they see, hear or experience within the organization. Second, even though individuals may have different backgrounds or work at different levels in the organization, they tend to describe the organizational culture with the same terms. Finally, organizational culture is a descriptive term. Culture is about how members perceive the organization, not what they like.

Some experts interpret organizational culture as follows: (1) a shared system of values and beliefs that interact with the people of a company, the structure of the organization and the supervision system to produce behavioral norms and (2) as a pattern of predetermined basic assumptions or developed to learn ways to integrate, which have functioned well which has been considered new, therefore it must be taught to new members as a great way to think about, feel and have an interest in the problem, (3) values that are the source of guidance human power to deal with external problems and efforts to adjust integration into the company so that each member of the organization must understand the values that exist and how they must act or behave, (4) corporate culture or management culture or also known as work culture is widely distributed dominant values right in the organization and referred to as the work philosophy of the employee, (5) organizational culture is a pattern of trust, symbols, rituals, and myths that develop from time to time, and serve as an adhesive that unites the organization and (6) Almost similar to Glaser, Kreitner and Kinicki in Koesmono (2005: 167) social adhesive that ties members and organizations [13]; Susanto in Soedjono (2005: 24); Moeljono Djokosantoso in Soedjono (2005: 24); Koesmono (2005: 167).

Stephen P. Robbins [11] asserts, organizational culture has the following functions: 1) Determine the role of distinguishing between companies with one another, 2) Determining shared goals more than just individual pleasures, 3) Maintaining corporate stability and 4) Making identity for members of the organization. An organization also has a personality called culture. Organizational culture that is well realized in the sense of being a moral reference that binds the hearts and minds of the parties contained in such an organization, will clearly become a driver of work spirit, a spirit of effort which in turn also triggers and spurs creative and innovative ideas so that someone or groups of people within the organization will have the competence to carry out or carry out the work carried out on them. Organizational culture that is manifested in any organization including education organizations in this case PKBM, creates a psychological climate that is "intimate" so that every PKBM educator will be encouraged to do work happily or happily because there is no pressure from any party except the same sense of responsibility to fulfill tasks in order to achieve common goals. Organizational culture is a norm, values, assumptions, beliefs, philosophy, organizational habits, and so on (the contents of organizational culture) that are developed for a long time by founders, leaders, and members of organizations that are socialized and taught to new members and applied in activities organization so that it influences the mindset, attitude, and behavior of organizational members in producing

products, serving consumers, and achieving organizational goals (Wirawan, 2007: 10).

Research on the Effect of Organizational Culture and Training on Competence and Its Impact on the Performance of Employees in the Regional Secretariat of Samosir Regency found the following: both partially and simultaneously the organizational culture and training fell positively and significantly on competence and had a positive and significant impact as well. on the performance of employees in the Regional Secretariat of Samosir Regency [1].

## II. METHODS

This research was carried out by using inferential quantitative methods with the data source population as many as 37 respondents PKBM educators in Minahasa District were determined by census techniques so this study used population research, data were collected by questionnaire technique using a Likert scale before being used tested validity and reliability followed by prerequisite tests analysis by proving homogeneity, normality and linearity. The data analysis technique used is Correlation of Moment Production from Pearsen.

## III. RESULTS OF RESEARCH AND DISCUSSION

### 1. Results of Research

Data obtained through research instruments and analyzed using the Pearse Product Moment Correlation formula found as follows: (1)  $r = 0.66$  and (2)  $r^2 = 0.43$ .

### 2. Discussion

The results of data analysis found that, the relationship between organizational culture and competence is equal to 0.66. Based on these findings it can be explained that, organizational culture has a relationship with competence as much as 66. The results of this study also found that organizational culture determines competence as much as 43% and there are 67% of other factors not examined in this study. The results of the study explain that, indeed organizational culture is not directly related to competence but it can be explained that, actually in the control system found by other studies as mentioned later contains elements of organizational culture as well as training activities actually also contain elements of organizational culture. The existence of training activities shows the organizational culture that plans for training to improve employee competency in this study related to PKBM educators. A study of the Analysis of Factors Affecting the Competence of Sales Personnel to improve Sales Force Performance (Case Study of Credit Card Sales at PT. Bank Rakyat Indonesia (Persero), Tbk Kantor Cabang Kudus).

Find the following: the effect of quality control system on sales force competency of 0.385, the effect of sales training quality on sales competence is 0.163. [2]. However, if an operation is to be carried out to achieve the objectives that have been formulated, the organizational culture must be the choice to be realized in the organization, including the PKBM as an education organization.

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