Organizational Culture Sharing Characteristic Transformation, Organizational Climate, and Empowerment on Motivation to Realize Society Participation in the Organization

(A case study of Ciapus Village in Banjaran District)

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Abstract—Cultural shift gives impact on human source development problems in the organization as well as in the village in accordance to face global competition, thus human resources with good quality and local-based professionals in Indonesia are required. Organizational culture sharing characteristic transformation, climate, and empowerment are as efforts of facilitating local society process to motivate them for participation in accordance to improve thinking ability, logic, complex, dynamic, and contextual thinking.

The research methodology used here is descriptive quantitative or statistical with non-probability sampling and is analyzed by using structural equation model (SEM).

The result of this research shows that the characteristic of harmonious cultural sharing, supportive climate, and source empowerment have the highest correlation value on participation process with high achievement motivation while the characteristic of mutual organizational culture sharing morale, conflict climate, and opportunity empowerment have the lowest value on motivation participation.

The findings require participation activity to develop organizational culture sharing morale with less conflict gives opportunity to fulfill power needs (reward) and harmonious organizational culture share should be developed with the sources through a clear achievement participation process for the village apparatuses, village figures, and the youth of Ciapus village in Banjaran District in Bandung Regency.

Keywords—Transformation; Sharing; Climate; Empowerment; Participation.

I. INTRODUCTION

Cultural shift causes thinking pattern acceleration change and act of human resources in an organization to achieve the goals, encourage the private and state organizational change. Organizational change will also change individuals' values toward the organization orders; it will make overall meaning on various organizational segments including the private organization and the bureaucracy.

The existence of remote or isolated village development problem (center of excellent) and the lack of socio-economic infrastructure as well as the deployment of unbalanced productive workforce have created problems including productivity levels, the residents income and also their educational background that are relatively low will eventually contribute to poverty with the participation limited to result utilization since the human resources experience change as the distinguish thing from the characteristic of organizational source when human sources “should make movement for human resources who are responsive to dynamical change that becomes the characteristic and be able to distinguish every organization in case of organizational effectiveness”.

The existences of big internal challenges, organizational employee’s rights demand that are not conducive are the problems that need to be optimally solved. A strong determiner of someone’s belief, attitude and behavior and the effect can be measured by how he is motivated to respond cultural environment as an organized group of people who share mutual purpose, belief, and values, and the effect can be measured from motivation.

The empowerment that the society needs will be better in the future through organizational culture sharing transformation approach pendekatan, organizational climate is expected to improve the motivation of Ciapus residents participation in Banjaran District because; (1) most people are potential to open employment for the residents, but not all have been optimized, (2) the potency of Ciapus village which has not been utilized is beyond 50%, and (3) only 11% in the productive age are graduated from school in senior level, thus additional knowledge should be given to motivate them to change their mindset to be independent society since the key success is the success of organization and institutions.
II. LITERATURE REVIEW

A. Organizational Culture Sharing Characteristic Transformation

Transformasi comes from the result of rebounding sharing characteristic, it is the effort to re-clearing the attitude from society components who are capable of implementing organizational culture sharing characteristic in the form of attitude, value, norm, and rule in national and international terms to be a requirement for professional human resources which is implemented based on knowledge framework, skill framework, and value framework concerning the mutual harmonious values, mutual high achievement spirit, mutual defensive, mutual cooperation (table attached) 3, 4, 5, 6, 7.

B. Empowerment

Empowerment means preparing sources for the society, opportunity or chance, knowledge and skill to improve self-capacity to determine their future, as well as to participate and affect life in the society itself.8

C. Organizational Climate

Climate as “...collection and pattern of environmental determinant of aroused motivation”; it means organizational climate is a group of environment pattern that determine motivation. Organizational climate is as a measurable thing in working environmental that both directly or indirectly affects the employee and their working performance where they work with the assumption to affect motivation and employee’s behavior through 5 (five) dimensions, they are (a) Responsibility (b) Identity, (c) Warmth, (4) Support, (5) Conflict 9, 10.

D. Motivation

The motivation regarding the achievement, power and affiliation are three important needs and can help as well as explain motivation, and motivation literally means “motif giving”. Dimensions of organized motivation are; (a) Need, (b)Achievement, (c)Power Needs (d) Need and Power (need of power, abbreviated as n-Pow) 11, 12

E. Participation

Partisipasi (Indonesian) derives from an English word which means “participation” or taking part, involvement (is taking part or indulgence and participation is a mental and emotional involvement of someone toward objective achievement and also being responsible). Its dimensions consist of participation itself and its form. Participation dimension is used for dimension from participation variables; (a) Participation Process (b) Participation Form.13, 14

III. RESEARCH METHODOLOGY

A. Definition and Variable Operational

The research design used here is cross sectional which is a research design of data collection from certain samples and is only conducted once or single cross sectional; the data collection was taken from one respondent for a time. The method used for this research is a quantitative method.

B. Population and Sample

The populations for the analysis unit were Ciapus residents in total of 1,500 people. The sampling method used in this research was the non-probability sampling. Nonprobability sampling with the implemented error level is 5%. Therefore, the 100 respondents are village apparatuses, village figures, and the youth. The addressed respondents are village apparatuses, village figures and the youth.

C. Analysis Technique

The analysis technique used in this research is the structural equation model (SEM), but firstly examination on assumptions was conducted as SEM’s prerequisite analysis.

D. Data Collection Method

The data collection used to obtain the primary data was done by personally administered questionnaire. The secondary data collection was done by literature study and journal data search that observe the similar topic. The variable measurement scale used here was likert-scale with 5 points, from the scale 1 (strongly disagree) until the scale 5 (strongly agree).

IV. RESULT

The results show the comparison of hypothetical test result proposed in the research compared to SEM-based covariance approach (AMOS) with the examination result by using SEM-based variance approach (PLS) have similar hypothesis result accepted by statistical calculation of SEM Amos 23, the results are as follow:

1. From the Regression Weights table, the effects among organizational culture sharing characteristic transformations on Ciapus residents’ motivation motivasi obtain CR value of 3.748 (p = 0.04 ≤ 0.05). It means, strong bond of togetherness by implementing noble value in the harmonious residents that have mutual faithful, mutual survival, mutual cooperation and mutual high morale can influence Ciapus residents’ participation to be involved developing their region better.

2. Positive effect among motivations on organizational climate give similar examination result of CR which is 2.262 (p = 0.04 ≤ 0.05), it means with high society motivation to develop the village can affect well on Ciapus region identity. Morale and material support on every activity from the village apparatus, village figures or its youth on Ciapus residents.
3. Positive effect among motivations on participation. The statistical result shows there is empowerment on motivation as it is seen from CR value of 4.945 and p value of 0.004 (p = 0.004 < 0.05).

4. The effect among organizational culture sharing characteristic transformations, organizational climate implementation and empowerment on Ciapus residents participation obtain CR value of 2.873 (p = 0.03 ≤ 0.05), it means there is positive effect of organizational culture sharing characteristic transformations on Ciapus residents participation.

5. The statistical result also shows the effect of organizational climate on Ciapus residents participation, it can be seen from the CR value which is 3.158 (p = 0.02 ≤ 0.05). In other hand, the p value of empowerment on Ciapus residents participation is 2.258 (p = 0.024 < 0.05). And, the p value of motivation on Ciapus residents on participation is significant, 0.951. The conclusion of this analysis, H0 is rejected and Ha is accepted. It means there is positive effect among organizational culture characteristic transformations, climate implementation and motivation empowerment to realize the participation of Ciapus residents.

V. CONCLUSION

The result shows that the characteristic of harmonious culture sharing, supportive climate, and human sources empowerment have the highest correlation value on participation process with high achievement motivation while for the characteristic of harmonious organizational culture sharing, conflict climate, and opportunity empowerment have the lowest value on motivation participation.

VI. FINDINGS

The findings need participatory activities that build organizational culture sharing characteristic of mutual high morale with less conflict to give opportunity fulfilling power needs (reward) and mutual harmonious organizational culture sharing characteristic with the existing sources are mutually encouraged with 89 participation achievement that are clear for the village apparatuses, village figures, and its youth in Ciapus village of Banjaran District in Bandung Regency.

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