

PROFILE OF ORGANIZATIONAL CULTURE LPTK PTNBH

by Cegi Safruddin Abdul Jabar, Joko Pamungkas, Evi Rovikoh Indah Saputri

ABSTRACT

The purpose of this study is to identify the organizational culture profile of UNY after the change in status from Public Service Agency (PTNBLU) to Legal Entity State University (PTNBH). This research will identify six aspects of culture using the Organizational Culture Assessment Instrument developed by Cameron and Quinn, which was modified for the purpose of profiling. These aspects include dominant characteristics, institutional leadership, personnel management, organizational cohesion, success criteria, and strategy.

The sample involved in this study consisted of 126 randomly selected participants, including faculty members and administrative staff. Data were analyzed using descriptive statistics to examine the tendencies of organizational culture dimensions.

The results of the study indicate that, overall, the dominant type of culture in the six universities studied is clan culture. Based on the assessment of each cultural aspect, in terms of dominant characteristics, the organizational culture of the universities is clan culture. In terms of leadership, the organizational culture of the universities is market culture. In terms of personnel management, clan culture is the dominant culture. In terms of organizational cohesion, clan culture is the dominant culture in the universities. In terms of strategic emphasis, hierarchical culture is dominant. In terms of success criteria, clan culture is dominant.

Kata Kunci: *Organizational Culture, OCAI, PTNBH*