

LAMPIRAN – LAMPIRAN

LAMPIRAN 1. Objek Penelitian Buku

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Perilaku Organisasional

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HENDYAT SOETOPO

Perilaku Organisasi

TEORI DAN PRAKTIK
DI BIDANG PENDIDIKAN

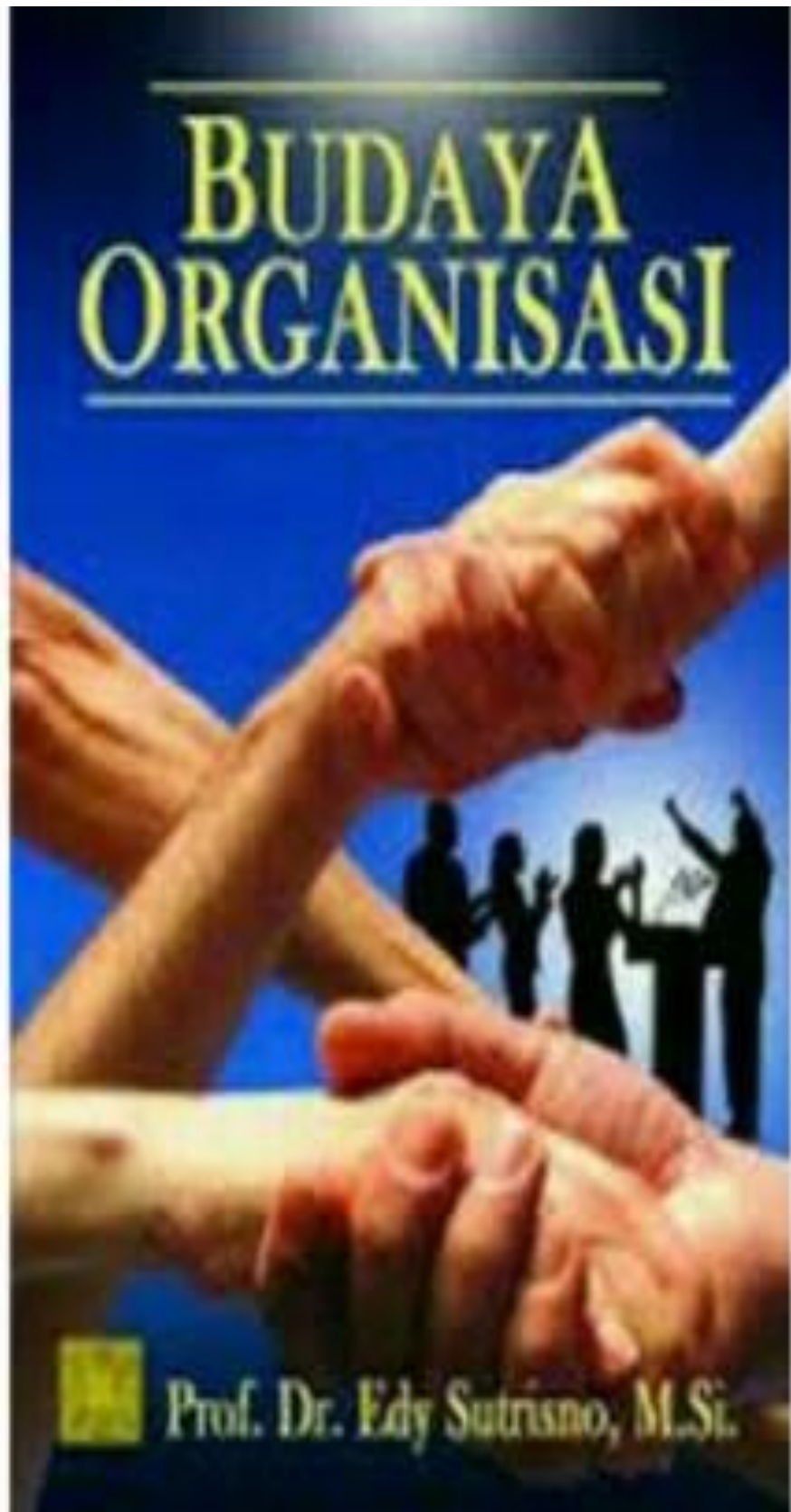



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Evaluasi Kinerja Sumber Daya Manusia

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LAMPIRAN 2. Objek Penelitian Jurnal.

Annals of the „Constantin Brăncuși” University of Târgu Jiu, Economy Series, Issue 4/2016

ORGANIZATIONAL PERFORMANCE – A CONCEPT THAT SELF-SEEKS TO FIND ITSELF

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Abstract

This article proposes a brief approach to the concept of performance starting from both Marston's motto "Don't lower your expectations to meet your performance. Raise your level of performance to meet your expectations" and the opinions, views and definitions expressed in the scholarly literature by various authors.

Diversification and increase in the complexity of activities of national and multinational organizations have generated significant changes in the conception and philosophy of their establishment and operation. Organizations are in a constant search for performance; they want to achieve performance or to improve performance, or more often, to measure the achieved performance level. In this context, it appeared the need for a new reconsidering of organizational performance. Due to its polysyllabic nature, performance proves to be a concept difficult to characterize, and associated definitions are often too general or too specific, ambiguous or even abstract.

Theory and practice in the field of performance management demonstrate the influence of external and internal factors in understanding and defining performance. Achievement of an economic and financial balance ensuring customer needs satisfaction is the goal of any organization. Performance must be analysed and defined closely to targeted objectives. As an entity's objectives are volatile, controversial and contradictory, performance is a phenomenon with a strong subjectiveness.

Keywords: *Organizational performance, global performance, objectives, results/outcomes, efficiency.*

1. Introduction

The concept of performance has gained increasing attention in recent decades, being pervasive in almost all spheres of the human activity. Performance is a subjective perception of reality, which explains the multitude of critical reflections on the concept and its measuring instruments.

The multitude of studies at international level in the field of performance is also due to the financial crisis that swept the economy globally, which has led to a continuing need of improvement in the area of performance of entities. The concept of company performance is often used in the scholarly literature, but it is only rarely defined. Due to the large number of concepts employed in defining performance, it is more and more discussed the existence of a confusion of this concept. Thus, organizational performance is confounded with notions such as: productivity, efficiency, effectiveness, economy, earning capacity, profitability, competitiveness etc. For this reason it is increasingly insisted on a clear and unambiguous definition of the concept of performance.

The term performance emerged in the mid-nineteenth century and was first used in defining the results to a sporting contest. In the twentieth century, the concept has evolved and developed a series of definitions that were meant to encompass the widest sense of what is perceived through performance.

Currently, there is no performance independent to targeted objectives. Reaching the objectives translates with achieving the performance. Since the objectives of an organization can not be defined precisely and are more and more numerous, the performance is more and more difficult to define, as it is a relative measure.

2. Concept of Organizational Performance in Specialized Theory

The concept of performance, as it appears defined in the dictionaries of French, English and Romanian, defines more the idea of outcome, achieved goal, quality, and less the economic aspects of efficiency and effectiveness. The Explanatory Dictionary of the Romanian Language defines performance as "a result (particularly good) obtained by someone in a sporting contest; a special achievement in a field of activity; the best result obtained by a technical system, a machine, a device, etc." The definition shows that the term performance was originally taken from the mechanics and sports fields, in order to subsequently be used to characterize the very good results also achieved in other fields. This means that performance is obtained only by a limited number of entities, those who get the best results. Performance can not be associated with any result achieved, but only with a special one. "What does "special"

„ACADEMICA BRĂNCUȘI” PUBLISHER, ISSN 2044 – JOURNAL-I. 1041 - 3007

**ANALISIS PENGARUH BUDAYA ORGANISASI
TERHADAP KINERJA KARYAWAN
(Studi Kasus PDAM Kota Surakarta)**

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Abstract

The research examined the impact corporate culture toward performance of work in the PDAM Surakarta. The objective of research was to analyze whether the variable of worker behavioral attributes model of corporate culture consisting of innovation, attention to detail, outcome orientation, people orientation, team orientation, agresiveness and stability significantly affecting the work motivation.

The sampling as many as 73 persons was taken by using case study method. They comprised the workers and managers whose different departement. From the 82 persons taken as samples through questioner sheets, 75 questioner sheets were returned but one of them was damaged. Therefore, there were only 73 questioner sheets which were valid to be analyzed.

The result of regression analysis by using the instrument called the program SPSS version 11.50 showed that attention to detail, outcome orientation, team orientation and stability have significant influence toward the followers' performance. Whereas the others variable such as innovation, negative emotion, intervence, faulty attribution, disagreement have effect positively toward the work of motivation. Whereas the behaviors such as innovation, people orientation have no significant influence toward the followers' performance in PDAM Surakarta.

Keywords : innovation, attention to detail, outcome orientation, people orientation, team orientation, agresiveness and the followers' performance

PENDAHULUAN

Setiap organisasi memerlukan sumber daya untuk mencapai usaha yang telah ditentukan. Sumber daya manusia merupakan salah satu faktor penting yang terus menerus dibicarakan. Oleh karena itu diperlukan usaha-usaha yang lebih bagi peningkatan dalam membina manusia sebagai tenaga kerja.

Organisasi harus dapat mengatur dan memanfaatkan sedemikian rupa sehingga potensi sumber daya manusia yang ada di organisasi dapat dikembangkan. Pengaturan atau pengelolaan tersebut dimulai dari pengembangan pengintegrasian hingga pengaturan

**PERGESERAN NILAI-NILAI BUDAYA PADA SUKU BONAI SEBAGAI CIVIC
CULTURE DI KECAMATAN BONAI DARUSSALAM KABUPATEN ROKAN HULU
PROVINSI RIAU**

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ABSTRACT

This research was grounded by social problems, which is a shift of cultural values and global transformation with positive and negative values including waning identity tribe Bonai, such as change the culture in the form of traditional values in traditional ceremonies as a result of changes in the environment their lives, both the natural environment and the physical and social environment such as the loss of a sense of kinship, courtesy, honesty, and mutual cooperation. The findings in this study revealed that 1) the tribe Bonai a principle of life that becomes a guideline and regulations that must be adhered to by the tribal people Bonai hereditary implemented include: Birth, Circumcision Rosul, Employment, Education, Marriage Married, Leadership System Society, Death. 2) The shifting cultural mores which are currently experiencing a shift towards cultural values that include a shift in values Nativity, Circumcision Rosul, Marriage, and Ritual Dewo. 3) Preservation made to the successor or the younger generation by providing knowledge about the culture, following the race on culture or festival and explain the meanings contained in each ceremony they have done, executing each set of tribal Bonai traditions, which are birth, circumcision messenger, dewo mating and rituals for marriage. 4) Development of indigenous culture as do general should be imparted to young people from birth to adulthood through education and informal also goes by way of natural or natural and spontaneous. In particular the development of the cultural values taught to elementary school through high school.

Keywords: *A shift in Cultural Values, Cultural Bonai Ethnicity, Civic Culture*

I. PENDAHULUAN

Indonesia merupakan suatu negara yang sangat kaya akan keanekaragaman budaya, hal ini dikarenakan Indonesia terdiri dari berbagai suku bangsa dimana masing-masing suku bangsa tersebut memiliki perbedaan dan keunikan baik dari segi bahasa daerah, adat istiadat, kebiasaan, dan berbagai hal lain yang memperkaya keanekaragaman dari budaya Indonesia itu sendiri. Sebagaimana pendapat Taylor (Horton & Chester, 1996,

hlm. 58) "Kebudayaan adalah kompleks keseluruhan dari pengetahuan, keyakinan, kesenian, moral, hukum, adat istiadat dan semua kemampuan dan kebiasaan yang lain yang diperoleh oleh seseorang sebagai anggota masyarakat". Selain itu Kebudayaan memiliki beberapa wujud yang meliputi: Pertama wujud kebudayaan sebagai ide, gagasan, nilai, atau norma; Kedua wujud kebudayaan sebagai aktifitas atau pola tindakan manusia dalam