

# Development of Climate Model Organization based on sundanese moral values

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## **Development of Climate Model Organization based on sundanese moral values**

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### **Abstract**

The qualitative research with the title Development of climate model organization based on sundanese moral value in the Bandung City was formed the background by the condition increasingly faded him the values of the Sundanese culture. The aim of this research was formulated by the development of climate model organization based on sundanese moral values took the form of training equipment that could fill the problem faded him the values sundanese in the tertiary institution environment in Bandung city.

This research including in the development Research (Research and Development) that was served descriptively. This research was done in four stages, that is: (1) the documentary Study. (2) Develop istrumen the research was based on the analysis of the requirement (need assesment) to development the climate of the based organization of the sundanese value that could satisfy the local requirement for the tertiary institution in Bandung City, (3) carried out the netting of the data and information was based on the instrument that was developed through the study of the bibliography, the poll, the questionnaire, the interview and Focus Group Discussion (FGD) from various related sides, 4) carried out the processing, the interpretation and discussions as well as the pulling of the conclusion, the suggestion and the recommendation on the findings that were successful in could. Results of the research show that: 1) the implementation of the sundanese values was poured in the form of the regional regulation no.9 in 2012 and was had follow-up in the Mayors regulation that at this time still in the process of the finishing, nevertheless was based on information from various sides in the FGD forum, the available policy both the policy that was dismissed by the government ate Bandung city and the West Javanese Province. 2) Policies developed regarding sundanese value in the city are more likely to socialize. In fact if you look at the problems faced by the appropriate organizational climate with the problems of sundanese values in the city is organizational climate with local wisdom form of social reconstruction, namely organizational climate that emphasizes the importance of the development of the individual as a person and as a member of the community who preserve the sundanese value 3) Implementation value in colleges around the city of Bandung by the city government in order to overcome the problem of waning sundanese values are applied in every college in the city is still not optimal.

**Keyword: The Climate Of The Organization, The Values Of Sundanese Culture**

## 1. Introduction

In the middle of the globalization flow, the development and the change that happened in social life, had a nation, and were national in Indonesia that was not free from the influence of the global change, the development of science, technology, art, and the culture. The feeling, the desire and the work of human were the inheritance that formed the cultural system that always developed and was developed through the dynamics of the life of human. UNESCO programs in maintaining the culture Inheritance Be very important to give change that was basic towards the perception and the community's global attitude towards the culture and the cultural inheritance. Also very important in promoting and protecting the diversity of the culture that could help created the peaceful world.

Therefore in carrying out his activity, human that worked in the organization must maintain the culture that was received environment of institution. The tertiary institution must create the climate of the based organisation his regional culture, in creating the climate of this organisation was needed by social relations that were harmonious between the fellow worker and his environment. Social relations included good communication vertical and horizontal, the co-operation between the workers and culture around that was mentioned with his local wisdom, carried out the based activities the values of culture that created the happiness enviroment of the tertiary institution. Many programs were launched by the regional government to strengthen local culture. Starting from when being applied by him the program on Wednesday spoke Sunda or was known on Wednesday Nyunda, to the use of typical Sundanese clothes. Moreover the Body of The community's conference Sunda West Java asked the Service of education West Java to increase the local cargo curriculum the Sundanese language to mulok the Sundanese culture. This was reinforced with the condition increasingly faded him the Sundanese culture. (Kompasiana).

The culture critic, Hawe Setiawan explained, generally had 3 cultural groups among them the culture that still was remaining or resibioculture, the culture that still was dominant or dominant culture (lived and influenced many circles), and the culture that was growing or energizing culture. This was information that must be strengthened especially on environment the organization, that was reinforced by the available climate. The climate that was pleasant for the officials (Davis & Newstrom, 2001, hlm. 24) was if they did something that was useful and caused the feeling to be valuable, got responsibility and the opportunity of being successful, listen to and was needed as the valuable person.

Has been the obligation in each scope of the organization in the government's environment or Bandung city private enterprise created the climate of the organzsation thatheld the sundanese values. Therefore, to be created relations that were harmonious between the community and the tertiary institution was needed by the co-operation, where the community accepted the benefit of the presence of

the tertiary institution in his area to maintain based local wisdom the values of Sundanese Culture.

## 2. Climate of Organization

Sub Organization the system that was most important in an organization was the human sub-system because according to Muhammad (2005: 39) human as the organisation member was to be the core of the organisation. The human factor must in the organization receive attention and could not be ignored. This was caused was or not successful the organization achieved the aim and maintained his existence more often was determined by his human factor. Therefore in carrying out his activity, human that worked in this organization necessary disubstitusi with various stimuli and facilities that could increase the motivation and his work passion.

The conducive climate could encourage and maintain the motivation of the officials. Therefore the climate of the organization must be created in such a way as the official felt comfortable in carrying out the task of his work. The climate of the conducive organization will push the official to more high-achieving optimally in accordance with the interest and his capacity.

Owens (in Burhanuddin, 2002, page 91), said that the climate of the organization showed in: *"to perceptions of persons in the organization that reflect those norms, assumptions, and beliefs"*. Whereas according to Randy at.all. (2002, page 132-133) suggested that, *"The climate within organization Is an important factor in human resource development success. Ss. If the climate Is the note conducive to human resource development, designing and implementing a Will's program be difficult"*. (the climate in the organisation was the important factor in the success of the development of human resources. He. If the climate was not conducive for the development of human resources, the plan and the implementation of the program will become was difficult).

Stinger (in wirawan, 2007) defined that the climate of the organization as the collection and the pattern of the decisive environment the motivation emergence as well as focussed on perceptions that made sense or could be considered, so as to have the direct influence on the achievement of the organization member.

From the three understandings on the climate of the organization could be interpreted as a series of characteristic of the organization that was felt and was influential towards the achievement of the employee. The understanding above contained the meaning that:

- a. The climate of the organization was a collection characteristics that explained about this organization. Because the level of from each characteristic that was owned by each different organization, then the climate of the organization that one with the climate of the other organization became different.
- b. The climate of the organization was the internal atmosphere in an organisation that was felt by each individual who worked in this organization. Because of

this when the climate of his organization was conducive, then the achievement of the employee will increase.

- c. The climate of the organization was the dynamic concept (the system was open). Because of this the climate of the organization will only take place for the certain periode.

The climate of the organization if being connected with teachers in co-operating carried out the condition lingkungan the organization of the school where teachers carried out his task. Hoy & Miskel (2001, hlm. 430) added that the work environment that was not more supportive like the physical environment the work and relations were in disharmony between someone in an other manner took part in causing the achievement to be bad.

Hoy & Miskel (2001, hlm. 431), suggested that: "the Climate of the organisation was the quality of the environment that took place relatively that was experienced by employee effect his attitudes and that be based on to the interests together about the attitude in the institution. Nstitusi. A climate emerged through the interaction from the member and the exchange of the feeling around them the climate of the organization was the indentity.

**a) The Climate of oriented Organization the Achievement**

The climate of the oriented organization the Achievement was the environment in the organization that stressed the achievement of the teacher and affected the teacher in the implementation of his task. As for his dimensions covered:

- a. The structure of the task
- b. The production of the Decision
- c. The pressure on the achievement
- d. The acknowledgment and feedback
- e. The exercise and the Development

The climate that was pleasant for the officials (Davis & Newstrom, 2005, hlm. 24) was if they did something that was useful and caused the feeling to be valuable, got responsibility and the opportunity of being successful, listen to and was needed as the valuable person. The existence of the positive climate, that was pleasant could bring the positive influence in the achievement someone. The climate that was oriented to human will produce the achievement and higher job satisfaction. The officials felt that the organization really paid attention to the requirement and their problem, when which climate was useful for the requirement for the individual (for example, paid attention to the interests of the worker and was oriented towards the achievement), then could hope for the behaviour to the side of the high aim. On the other hand, when the climate that emerged was compatible with the aim, the requirement and the personal motivation, the achievement and satisfaction could decrease.

**b. The Dimensions Climate of Organization**

Stringer (in wirawan, 2007) mentioned that the characteristics or the dimension of the climate of the organization could influence the motivation of the

organization member to behave certain. He also said six dimensions that were needed, that is:

1. *The structure*. The structure reflected the feeling that the employee was organised well and had the definition that was clear concerning the role and their responsibility. Covered the position of the employee in the company.
2. *The standards*. Measured the feeling of the pressure of improving the achievement and the level of pride that was owned by the employee in carrying out his work well. Covered the condition for the work that was experienced by the employee in the company.
3. *Responsibility*. Reflected the feeling of the employee that they became the management himself and had not asked for the opinion concerning his decision from the other person. Other. Covered autonomy in completing the work.
4. *The acknowledgment*. The feeling of the employee was given by the repayment that was appropriate after completing his work well. Covered the repayment or the pay that received the employee after completing the work.
5. *The support*. Reflected the feeling of the employee concerning the belief and supported each other that were current dikelompok the work. Covered relations with the other workmate.
6. *The commitment*. Reflected the feeling of pride and the commitment as the organisation member. Covered the understanding of the employee concerning the aim that wanted to be achieved by the company.

When being connected with the problem of the research, the Hoy opinion and Miskel more gave hope for the development of the parameter about the climate of the organisation to the employee diperusahaan the Bandung City that was based thought-nilia Sundanese culture.

b. The Moral value of Sundanese Culture

In undergoing his life the Sundanese ethnic group based itself on the human love that akhlakul karimah that is humankind that always based on principles in keseimbangan between the religion, social and economics. Kartawinata, (1995:13) said that the balance formed the living teaching like:

1. The just attitude towards the peer
2. The balance between the right and the obligation
3. Honored the person's other rights
4. Like to give help so that the person who was helped also to be able to be independent
5. Work hard
6. Appreciated the other person

In the formulation results of workshop tranformation the Sundanese value of the culture (2001) was mentioned that the Sundanese value of the culture was the

values that were owned by human and community Sunda chance him so as to cause the determination to human and the Sundanese community to bring about him. Inside was contained by the concept of the foundation about the life that was formed by human and the Sundanese community. Yus Rusyana (2001) systematically depicted like the value gemah, ripah, repeh, rapih that tried to be realised by the West Javanese government.

The other value like proper, merenah and tumaninah also believed by chance him and could take part in forming the life that was wanted. In other words that the life community Sunda that was wanted could be formed by investing the values that were owned and believed in by human and the Sundanese community personally.

#### **a. The values of Sundanese Culture.**

Each kind of normal human will have the awareness as the valuable creature. This awareness was proven with efforts to be able to live with better than the situation beforehand. Human will need the value to lead the movement, the step and his feeling. According to the principle of the public, the good value was all the matters that gave the contribution towards the opening and the progress of the life of human of the capacities, where as that was regarded as negative was all the matters that killed the life and paralysed human creativity. In Encyclopedia Britanica, was stated that value Is a determination or quality of an object which involves any sort or appreciation or inters. Rs. (Fronzizi, 2001: 8). 8). Saw reality that the Indonesian nation was the plural nation then will be seen also by the existence of various ethnic groups in Indonesia. Each ethnic group that afterwards had the typical characteristics of different culture- the difference. The Sundanese ethnic group was one of the available ethnic groups in Java. As one of the ethnic groups in Indonesia, the Sundanese ethnic group had characteristic that distinguished him from the other ethnic group. The uniqueness characteristic this Sundanese ethnic group was reflected from culture that was owned by them good from the aspect of the religion, the livelihood, art et cetera. Gotten by the values from each kind of his culture that continued in held and was developed by the following generation. Applied the values of Sundanese culture was an obligation so that his conservation.

#### **b. Metodologi**

This research including in the development Research (Research and Development) that will be served descriptively. This research was done in two stages, that is: First, carried out the documentary study towards various policies of being related to the concept, the contents of the development, and other matters that were related to the implementation of the development of the climate of the based organization of the sundanese values in the Bandung city. Secondly, developed the instrument of the research and his implementation. The development activity of the instrument was preceeded with the compilation of the instrument spoke of the research that was based on the analysis of the requirement (need assesment) to each sample of the research, afterwards clarified him in the form of the instrument that was compiled in detail and comprehensive for all the objects that will be taken by the source of the data and his information to



development the climate of the based organization of the sundanese values that could satisfy the local requirement for the Bandung City. The implementation of the use of the instrument was against all the informants carried out through the poll, the questionnaire, the interview and discussions (through the activity of Focus Group Discussion-FGD). Thirdly, carried out the netting of the data and information was based on the instrument that was developed good through the study of the bibliography (the documentary study), observation, the poll, the questionnaire, the interview and Focus Group Discussion (FGD) from various related sides. Afterwards carried out the processing and the interpretation of the data produced by the implementation of the instrument of the research. Choose, sorted and processed the data produced by the research in the form of tables was based on various categories afterwards discussed him by paying attention to the concept and the theory as well as the real condition that happened in the field. Fourthly, studied each result.

#### **4. Conclusion**

based on results of the analysis of the data and discussions that were raised before, then results of this research could be concluded by matters as follows: First, the implementation of the sundanese values was poured in the form of the regional regulation no. 9 in 2012 and was had follow up in the Mayors regulation Bandung that at this time still in the process of the finishing. Where this regulation must be implementation in each agency and the company in Bandung city. Never the less was based on information from many side in the FGD forum, the available policy both the policy that was dismissed by the government of the Bandung city and the West Javanese Province was not yet supported by the clear policy. The implementation of a policy ideally also was followed by a series of other policy like the existence of the implementation guide or the technical guidance of the implementation, activity monitoring and the supervision as well as the instrument of his evaluation. That has been carried out just to the socialisation, while the process of monitoring and the supervision were not yet carried out. This condition made the lecturers, the official as well as the student in the field still the difficulty in implementation the sundanese values in Bandung city. Secondly, the development of the climate of the based organisation of the sundanese values better be developed with the aim and the base filsofis that was clear. The policy that was developed concerning the sundanese values in Bandung city more tended to the socialisation. In fact if seeing the problem that was dealt with then the climate of the organization that in accordance with the problem of the sundanese values the Bandung city was the climate of the organization. Therefore, the tertiary institution was an organisation that was present in the middle of the community, that each one of his activities was hoped for held and conserved the sundanese values . So, the lecturers, the official and the student received the emphasis in every activity. This did not mean to ignore essence from the available aim in each tertiary institution.

Thirdly, the implementation of the sundanese values in the tertiary institution around Bandung city by the government of t Bandung city on the occasion of to overcome the problem faded him the sundanese values that was applied by each



agency and the tertiary institution in Bandung city still was not yet optimal. The implementation conserved the sundanese values this not yet concerning the target. Because, not all the tertiary institutions or the agency gaze at implementation the sundanese values in the tertiary institution not something that was important, of only an addition and did not become the aim of the core. The tertiary institution still could not also coordinate the implementation of the sundanese values in the climate of the organization by involving various stakeholders both internal and external. The success of the implementation of the sundanese values in a tertiary institution was supported by various aspects in the activity in the tertiary institution, the policy, headed by, the infrastructure, the operational standard of the tertiary institution, the employee and stake holders played an important role in the achievement of the aim of the climate creation of the based organization the sundanese values .

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