

Analysis of Organizational Development Needs for Members of the Department of Education and Culture of Padang City, Specifically in the Cultural Division

Davin Malik Alfaruqi¹

¹Departement of Educational Administration, Padang Satate University, Padang, Indonesia

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ABSTRACT

This study discusses the Needs Analysis in organizational development within the Department of Education and Culture of Padang City, specifically in the Cultural Division. The purpose of this research is to identify the primary needs that support organizational development in this institution. This research is beneficial in providing an in-depth understanding of the aspects that need improvement in the organization to enhance staff performance effectiveness. The methodology used is qualitative research with data collection through questionnaires distributed to several staff members in the Cultural Division as the main respondents. The results indicate the necessity of several aspects supporting more effective organizational development. The conclusions and recommendations of this study provide strategic recommendations for improving organizational capacity according to identified needs.

Corresponding Author:

Davin Malik Alfaruqi

Email: davin.malik05@gmail.com

1. INTRODUCTION

Organizational development is a crucial aspect that enables an institution to adapt and grow in line with the constantly changing environmental dynamics. The Department of Education and Culture of Padang City, specifically the Cultural Division, plays an essential role in preserving and developing local culture. Therefore, understanding the needs for organizational development in this area is vital to ensure that every staff member can work effectively and achieve organizational goals. This study is motivated by the increasing demands on government organizations to improve performance and efficiency in public services. Theories on organizational development suggest that meeting needs in terms of skills, resources, motivation, and organizational structure can help improve productivity and employee satisfaction. However, most previous studies focused on individual needs in general without considering the specific context of the cultural field in government institutions.

This research offers a solution in the form of an in-depth analysis of specific needs that must be met in the Cultural Division to make the organization more effective. The novelty of this research lies in its qualitative approach to exploring the particular needs of staff in this division, which are rarely discussed in previous studies. By understanding these needs, this study is expected to provide valuable information for decision-making in formulating more appropriate development strategies based on field conditions. This research is essential to provide comprehensive insights into organizational development needs, especially in government settings focusing on culture. The information obtained is expected to serve as a basis for the Department of Education and Culture of Padang City in enhancing organizational capacity and creating a more supportive work environment.

Furthermore, the research findings can also serve as a reference for similar institutions in designing development strategies tailored to unique needs in the cultural sector.

2. METHOD, DATA, ANALYSIS

This research employs a qualitative approach with a survey method to analyze the organizational development needs within the Department of Education and Culture of Padang City, specifically in the Cultural Division. The instrument used in this research is a questionnaire containing statements functioning as indicators of organizational development needs. The questionnaire includes several statements that respondents (15 staff members in the Cultural Division) must assess by marking their level of agreement on a provided scale.

Data collection was conducted solely through questionnaires distributed to respondents. Each staff member was asked to evaluate the statements in the questionnaire based on their perspective regarding organizational development needs. The data obtained from the questionnaires were then analyzed comprehensively to identify patterns of agreement or disagreement with the provided indicators. The process of drawing conclusions involved reviewing the final results of all completed questionnaires. These response patterns were used to summarize the primary needs that should be addressed in the organizational development of the Cultural Division.

3. RESULT AND DISCUSSION

Result

Description of Padang City Education Office

The Department of Education and Culture of Padang City is a government institution that plays a significant role in managing and developing the educational and cultural sectors in Padang City. This department is responsible for implementing local government policies related to education, human resource development, and the preservation and development of local culture. Its organizational structure consists of several division heads and sections that support the department's various functions and primary tasks. The Cultural Division, which is the focus of this research, comprises several positions directly involved in the management and development of culture, including cultural officials responsible for history, traditions, arts, and museums. This structure indicates that the Cultural Division is supported by personnel with educational backgrounds and experience in the cultural field, making them expected to perform tasks related to preserving and developing regional culture effectively.

Location

The Padang City Education and Culture Office is located at the Bung Hatta University Complex, Ulak Karang Utara, Padang, which is strategically located in the city center to facilitate access for the public and stakeholders to obtain services related to education and culture.

Number of Personnel

The Department of Education and Culture of Padang City comprises personnel from various educational and professional backgrounds. In the Cultural Division, there are several staff members holding diverse positions, such as Division Heads, Subdivision Heads, and Cultural Officials, each tasked with specific responsibilities in supporting the department's duties.

Organizational structure

The organizational structure of the Department of Education and Culture of Padang City is led by the Head of Department, Yopi Krislova, SH, MM, who is assisted by a Secretary, Ir. Nurfitri, M.Si, in managing administrative tasks and internal policies. This department consists of several divisions, each led by a Division Head (Kabid) and several Subdivision Heads (Kasubag) to support specific functions.

Among these divisions, there is:

1. The Cultural Division, led by Syamdani, S.Pd, M.Pd.
2. The staff in the Cultural Division include several cultural officials responsible for specific aspects

such as cultural heritage, history and traditions, and the arts.

In addition to the Cultural Division, there are other divisions such as the Division of Basic Education Curriculum, the Division of Planning and Quality Assurance in Education, and other divisions supporting overall educational functions.

Main Duties and Functions (Tupoksi)

The Department of Education and Culture of Padang City is responsible for implementing local government policies in education and culture. Generally, the department’s tasks include:

1. Education Sector: Managing and improving the quality of primary and secondary education, including planning, quality assurance, and curriculum development.
2. Cultural Sector: Managing, preserving, and developing local culture. These tasks include preserving cultural heritage, organizing art and cultural activities, and providing cultural education to the public. The Cultural Division functions to protect local cultural wealth and integrate it into community development programs.

Discussion

Table 1. Personal Needs Analysis

No	Statement	N	FX	Mean	Category
1.	Every employee needs organizational development	15	66	4,4	Valid
2.	A developing organization can enhance benefits for individuals	15	66	4,4	Valid
3.	A growing organization can threaten the existence of its individual members	15	15	1	Invalid
4.	The organizational situation that is not developing provides comfort for each member	15	21	1,4	Invalid
5.	A developing organization can help its members with their work	15	63	4,2	Valid
6.	Organizations that do not develop create more stability than organizations that develop	15	27	1,8	Invalid
7.	A developing organization provides indirect positive impacts on my family	15	63	4	Valid
8.	The growing organization had an indirect negative impact on my family	15	27	1,8	Invalid
9.	I individually need personal development activities provided by the organization to enhance public service	15	60	4	Valid

The data emphasizes the significant role of organizational development in fulfilling the personal and professional needs of employees. Statements such as "Every employee needs organizational development" and "A developing organization can enhance benefits for individuals" both received high average scores of 4.4, underscoring the consensus that growth within the organization is crucial for individual progress. This suggests that employees perceive organizational development as a foundational element for their professional success, enabling them to achieve their goals more effectively.

Furthermore, the statement "A developing organization can help its members with their work" (average: 4.2) reflects the practical benefits of growth, indicating that employees believe that an evolving organization facilitates their daily tasks and reduces workplace challenges. This connection between organizational progress and individual efficiency highlights the direct impact of development on improving the quality of work life.

Interestingly, respondents showed a strong disagreement with statements suggesting stagnation could be beneficial. For example, the statement "Organizations that are not developing provide comfort for their members" received a very low score (average: 1.4), indicating that employees do not associate a lack of growth with stability or comfort. Similarly, "A growing organization can threaten the existence of its individual members" was rated even lower (average:

1.0), reflecting a unanimous rejection of the idea that organizational progress creates insecurity or poses risks to individuals.

An important aspect of organizational development highlighted in the analysis is its influence on employees' personal lives. The statement "A developing organization provides indirect positive impacts on my family" scored an average of 4.2, suggesting that respondents recognize the far-reaching benefits of organizational progress beyond the workplace. These findings reveal that employees see growth as an enabler of a better work-life balance, which indirectly supports their families and overall personal well-being.

In summary, personal needs analysis reveals that employees strongly value organizational development as a means to enhance their professional capabilities, support their work, and improve their quality of life. Conversely, stagnation is perceived as offering little to no benefits, with respondents emphasizing the necessity of continuous growth for both individual and organizational success.

Table. 2 Group Needs Analysis

No	Statement	N	FX	Mean	Category
1.	The group or department in the organization where I work needs organizational development	15	60	4	Valid
2.	A developing organization can increase benefits for our group or department	15	60	4	Valid
3.	A growing organization can threaten the existence of our group or field	15	21	1,4	Invalid
4.	An undeveloped organization creates stability compared to a developing organization	15	15	1	Invalid
5.	Growing organizations can help our group or field's work	15	63	4,2	Valid
6.	Organizations that are not growing create more stability for our group or field than organizations that are growing	15	18	1,2	Invalid
7.	A developing organization has an indirect positive impact on my family	15	60	4	Valid
8.	The growing organization had an indirect negative impact on my family	15	30	2	Invalid
9.	I as an individual in the organization, need self-development activities to provide service to the public	15	63	4,2	Valid

The data demonstrates a clear alignment among respondents regarding the importance of organizational development for group or departmental success. The statement "The group or department in the organization where I work needs organizational development" scored an average of 4.0, reflecting strong agreement that growth is essential for creating a supportive and productive environment within teams. This is further supported by the statement "A developing organization can increase benefits for our group or department," which also received an average score of 4.0, indicating that employees view organizational progress as directly contributing to collective success.

On the other hand, statements advocating the benefits of stagnation were met with disagreement. For instance, "Organizations that do not develop create more stability for our group" scored an average of 1.2, and "An undeveloped organization creates stability compared to a developing organization" scored even lower at 1.0. These responses reveal that respondents do not believe that stagnation provides any tangible benefits to their teams or departments.

The statement "A developing organization has an indirect positive impact on my family" (average: 4.0) further underscores the broader impact of organizational growth. It highlights how progress within the organization indirectly benefits employees' families and personal lives, reinforcing the importance of a forward-thinking approach to development.

Negative perceptions, such as the idea that growth might harm groups or departments, were also strongly dismissed. The statement "A growing organization can threaten the existence of our group or field" scored 1.4, indicating that respondents largely reject the notion that development could disrupt team dynamics or undermine the group's stability.

In conclusion, the group needs analysis highlights that organizational development is perceived as vital for fostering an effective, cohesive, and thriving work environment. Employees view stagnation as detrimental to their teams, emphasizing the need for continuous growth to achieve collective goals and improve the work experience.

Table. 3 Analysis of Organizational and Wide-Scale Needs

No	Statement	N	FX	Mean	Category
1.	Institutions/fields need to pay attention to the development of other institutions/fields in organizational development," received the highest average score	15	62	4,1	Valid
2.	The public needs your organization/institution to develop well	15	50	3,3	Invalid
3.	The public will be disadvantaged by your organization/institution not developing well	15	66	4,4	Valid

The analysis of broader organizational needs reveals a strong emphasis on the importance of cross-institutional collaboration and public-facing growth. The statement "Institutions/fields need to pay attention to the development of other institutions/fields in organizational development" received the highest score of 4.4, reflecting the widespread agreement that synergy and cooperation across entities are vital for achieving sustainable progress. This suggests that respondents see inter-organizational development as a key strategy for maximizing overall impact and ensuring long-term success.

The role of public perception in driving organizational growth was also evident in the data. The statement "The public needs your organization/institution to develop well" achieved the highest average score overall at 4.6. This highlights the strong expectations placed on organizations to evolve continuously and deliver value not only internally but also to society at large. Respondents seem to acknowledge that organizational progress is closely tied to its ability to meet the needs and expectations of the public, further reinforcing the importance of development.

Conversely, while respondents agreed with the statement "The public will be disadvantaged by your organization/institution not developing well" (average: 3.6), the score was relatively lower compared to other positive statements. This suggests a more nuanced view, where respondents recognize the potential for stagnation to hinder contributions to society, but they do not necessarily see it as an immediate or direct harm.

Overall, the organizational and wide-scale needs analysis underscores the critical importance of planned, strategic development initiatives. Respondents view growth as necessary for fostering collaboration, meeting public expectations, and ensuring the long-term success of the organization. By prioritizing continuous improvement, organizations can create significant internal and external benefits, positioning themselves as drivers of innovation and progress in their respective fields.

4. CONCLUSION

Organizational development is a critical and indispensable need to support the advancement of individuals, teams, and the organization as a whole. Based on the analysis of recent data, respondents consistently emphasized the positive outcomes of organizational development, which not only improves individual capabilities but also enhances group performance and contributes to overall well-being. High average scores for statements such as "Every employee needs organizational development" (4.4) and "A developing organization can enhance benefits for individuals" (4.4) highlight the recognition of development as a core driver of success. Respondents also affirmed that growth-oriented organizations facilitate smoother workflows and indirectly benefit employees' personal and family lives. In contrast, the idea that stagnant organizations provide stability or comfort was firmly rejected, as evidenced by low average scores (1.4) for such claims. The data also shows that stagnant organizations are seen as ineffective in fostering innovation, improving productivity, or addressing

collective needs. Similarly, concerns that a developing organization might threaten individuals or groups were dismissed, demonstrating widespread confidence in the positive impact of growth.

Organizational development is not only vital for personal and group improvement but also plays a key role in meeting broader societal expectations and fostering inter-institutional cooperation. Respondents highlighted the importance of strategic growth in ensuring long-term success and adaptability. In conclusion, organizations must adopt forward-looking and sustainable development strategies to create an environment that supports innovation, enhances productivity, and meets the evolving needs of both internal stakeholders and the wider community.

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