

Organizational Development Needs Analysis for Members of SDN 01 Situjuh Batua, Lima Puluh Kota Regency

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ABSTRACT

Sustainable organizational development is a systematic process aimed at improving organizational performance through the development of human resources, organizational structure, culture, and supporting systems. Effective organizational development can improve learning quality, enhance teacher performance, and create a positive learning environment. Therefore, periodic analysis of organizational development needs is crucial to identify gaps between the current conditions and desired outcomes, thus guiding the development of an effective program. This study uses a quantitative descriptive research method to analyze the organizational development needs at SDN 01 Situjuh Batua, with a structured questionnaire as the primary instrument for data collection. The research findings indicate that the school has great potential for development and that organizational development is essential to improving education quality, with a focus on continuous teacher training and ICT integration. This study recommends ongoing professional development programs and regular monitoring to enhance the effectiveness of these initiatives

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1. INTRODUCTION

Education as the main pillar of a nation's development has a very crucial role. The quality of education is determined by various factors, one of which is the quality of human resources in it, especially educators. State Elementary School 01 Situjuh Batua as one of the elementary education institutions in Indonesia certainly has a strategic role in producing a quality young generation.

In a dynamic context like today, demands for quality education are increasing. Global competition, technological developments, and socio-cultural changes demand adjustments and improvements in the quality of education on an ongoing basis. To achieve these goals, sustainable organizational development is needed. Organizational development is a systematic and continuous process to improve organizational performance through the development of human resources, organizational structure, organizational culture, and systems that support the achievement of organizational goals.

School is one form of organization in the field of education. School organization is an organization that organizes learning. Schools must be a place for people in it to continuously and sustainably develop their abilities and potential in creating something and achieving it, become a place to strengthen mindsets, a place to convey shared aspirations, various learning processes, and expand the ability to innovate and solve problems (Gistituati, 2017).

SDN 01 Situjuah Batua, like other schools, certainly has unique potential and challenges. This potential needs to be continuously developed in order to provide optimal contribution to improving the quality of education. However, on the other hand, various challenges also need to be overcome so that the learning process can run effectively and efficiently. One of the challenges often faced by schools is how to meet the needs of organizational development for all school members, both teachers, education personnel, and principals.

Effective organizational development can help schools improve the quality of learning, improve teacher performance, create a conducive learning environment, and improve job satisfaction of all school members. Therefore, it is important to conduct an organizational development needs analysis periodically. This needs analysis aims to identify gaps or gaps between existing conditions and expected conditions, so that an organizational development program can be formulated that is right on target and effective.

Humans as social beings need a place for self-development for their survival. The survival of an organization is highly dependent on the ability and progress of the organization to adapt to environmental changes, both to the internal and external environment (Sunarti & Puspitasari, 2022)

2. METHOD, DATA, ANALYSIS

This study uses a quantitative descriptive research design. This design was chosen because it allows researchers to collect data systematically and quantitatively regarding the needs for organizational development felt by teachers of SDN 01 Situjuah Batua. This study uses an instrument in the form of, as the main instrument in collecting data. The questionnaire was specifically designed to measure the needs for organizational development for members of SDN 01 Situjuah Batua. The questionnaire covers several key aspects, including personal, group, organizational, and broad-scale needs. Then the measurement scale used is a Likert scale with five answer choices.

The questionnaire was distributed to all members of the teachers of SDN 01 Situjuah Batua who were the research samples. Before filling out the questionnaire, respondents were given a brief explanation of the purpose of the study and how to fill out the questionnaire. The data obtained from the questionnaire were then processed and analyzed. The analysis technique used in the research conducted was descriptive. This technique describes the needs of organizational development in various aspects. This analysis will use simple statistical methods to see the distribution of responses and trends in needs in each aspect. Based on the results of the data analysis, conclusions regarding the needs of organizational development at SDN 01 Situjuah Batua can be drawn. This conclusion will be the basis for designing a more effective organizational development program.

3. RESULT AND DISCUSSION

Result

Based on the results of observations and data obtained, it can be concluded that SDN 01 Situjuah Batua has great potential to develop. This school has dedicated educators, adequate facilities, and support from the surrounding community. Members of SDN 01 Situjuah Batua agree to make changes in individual, group, and organizational aspects as a whole.

Organizational development at SDN 01 Situjuah Batua is a must to improve the quality of education. With good commitment and cooperation from all parties, the goals of organizational development can be achieved. Organizational development aims to bridge change and development both internally and externally. This is because productivity depends on the effectiveness of its members' work. This means that the quality of the organization is determined by the existing Human Resources and the development of these HR is determined by real changes that lead to organizational growth (in Labola, 2019).

Data Analysis

Data analysis was conducted to explain the distribution of needs in each aspect. The data obtained by researchers in this study were quantitative in nature, obtained from

questionnaire instruments, so they needed to be processed in order to draw conclusions from the research results.

The data analysis technique used was descriptive statistics. Descriptive statistics are statistics used to analyze data by defining or describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalization (Sugiono, 2019). So the data analysis technique used in answering the formulation of this research problem is the percentage of the data obtained.

The formula used to calculate the research score by determining the percentage for each possible answer is obtained by the following formula:

$$P = \frac{F}{N} \times 100\%$$

Description:

P: Presentation

F: Frequency

N: Number of Respondents

The assessment criteria for the level of needs analysis in organizational development at SDN 01 Situjuah Batua can be analyzed using the following table:

Table 1. Need analysis of members at SDN 01 Situjuah Batua

Intervals	Category	f	%
88.5-100	Totally Agree	0	0
71.9-88.4	Strongly Agree	8	80
55-77.8	Agree	2	20
38.1-54.9	Disagree	0	0
21-38	Don't Agree	0	0
	Total	10	100

From the results of the study

SDN 01 Situjuah Batua always strives to improve the quality of education provided. In the era of globalization marked by rapid technological developments, demands for the quality of education are increasing. To answer these challenges, SDN 01 Situjuah Batua realizes the importance of carrying out sustainable organizational development.

Organizational development at SDN 01 Situjuah Batua is becoming increasingly urgent due to several factors. First, the periodic changes in the curriculum carried out by the government require teachers to continue to improve their competence in implementing the new curriculum. Second, the rapid development of information and communication technology (ICT) requires educators to be able to integrate ICT into the learning process. Third, the demands of society for increasingly high quality graduates also trigger schools to continue to innovate and improve the quality of education.

In addition, the internal dynamics of the school are also factors that encourage organizational development. Changes in teacher composition, teachers who retire or move, and differences in the leadership style of the principal can affect organizational performance. To maintain the continuity and effectiveness of school performance, efforts are needed to align the vision, mission, and goals of all school members.

There are several aspects that need to be developed in SDN 01 Situjuah Batua. For example, in terms of leadership, the principal needs to continue to improve his/her ability in managing human resources, making decisions, and building a positive organizational culture. Meanwhile, teachers need to develop their pedagogical, social, and professional competencies in order to be able to provide effective and enjoyable learning for students.

Discussion

Organizational development also needs to touch on other aspects such as the school management system, facilities and infrastructure, and the relationship between the school and the community. The school management system needs to be continuously evaluated and improved to be more efficient and effective. School facilities and infrastructure need to be maintained and their quality

improved to support the learning process. Meanwhile, the relationship between the school and the community needs to be continuously fostered to establish good cooperation in order to improve the quality of education.

The primary goal of Organizational Development is to enhance organizational performance. This can be achieved by improving the way the organization works, such as changing its structure, culture, tasks, technology, and employee management practices. In essence, Organizational Development aims to make the organization more effective in decision-making and adapting to change.

The primary approach is to involve all employees in the decision-making process. In this way, everyone feels a part of the organization and is more motivated to work.

The ultimate goals of Organizational Development are:

1. Improving organizational performance: For example, producing better, faster, and more efficient products or services.
2. Increasing employee satisfaction: Making employees feel valued, motivated, and happier in their work.

According to Cummings and Christopher (2009), the primary goal of Organizational Development is to enhance organizational effectiveness. There are three key indicators of an effective organization:

1. Flexibility and Problem-Solving: Effective organizations can adapt to change, solve their own problems, and focus on their primary goals. Organizational Development helps employees acquire the skills to cope with these changes.
2. Strong Business Performance: Effective organizations have strong financial performance, such as high sales growth and profits. They also produce high-quality products and services and have high productivity. Organizational Development helps achieve this by utilizing social science to improve efficiency.
3. Stakeholder Satisfaction: Effective organizations have satisfied customers and employees who feel engaged and continuously learning. Additionally, organizations must also meet the needs of other stakeholders such as shareholders, suppliers, and the government.

4. CONCLUSION

The results of the analysis show that most teachers at SDN 01 Situjuah Batua need training in the use of information technology in learning. Therefore, one of the development programs that needs to be carried out is to hold regular ICT-based training. In addition, it is also necessary to improve the quality of ICT facilities in schools, such as the provision of adequate computers and internet.

Continuous training programs to improve the quality of education. Training for teachers and education personnel is very important in facing the development of curriculum, learning technology, and increasing demands of society. Training does not only focus on improving pedagogical competence, but also includes other aspects such as classroom management, development of teaching materials, and utilization of technology in learning. In addition to training, monitoring and evaluation activities are also very necessary to measure the effectiveness of the training program that has been implemented. Through monitoring, it can be seen to what extent the competence has been improved by the training participants and the obstacles faced in its implementation.

Monitoring carried out regularly will provide valuable feedback for training organizers and schools. The results of monitoring can be used as a basis for making improvements and refinements to training programs in the future. In addition, monitoring can also be a means of providing motivation to training participants to continue to develop themselves. Thus, through an integrated training and monitoring program, it is hoped that the quality of education at SDN 01 Situjuah Batua can continue to be improved and meet the demands of the times.

Suggestion

By conducting organizational development, it is expected that SDN 01 Situjuah Batua can become a school that is more qualified, innovative, and able to produce graduates who are ready to face future challenges. A targeted organizational development program will be able to improve school performance, increase teacher job satisfaction, and ultimately have a positive impact on student learning achievement. Through sustainable organizational development, SDN 01 Situjuah Batua is committed to becoming an excellent school and able to make a real contribution to improving the quality of education in Indonesia.

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