Analysis of Organizational Development Needs for Members at the Padang City Education and Culture Office

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A R T I C L E   I N F O

A B S T R A C T

This article discusses the analysis of organizational development needs for members of the Education and Culture Office of Padang City. The purpose of this research is to identify development needs that support improved organizational performance and effectiveness. The benefits of this research are expected to provide insights for policy makers in designing development programs that are right on target. The methodology used is a qualitative approach with interview and observation techniques for employees at the Padang City Education and Culture Office. The results show that there are several areas that require development, including managerial skills training, improving internal communication and strengthening teamwork. The conclusion of this study confirms the importance of a planned development program to increase the capacity of members. Suggestions include the need for periodic evaluation of the development programs that have been implemented to ensure their effectiveness and adjust to evolving needs.

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1. INTRODUCTION

In the era of globalization and rapid technological development, public organizations, including the Padang City Education and Culture Office, are faced with increasingly complex challenges. The quality of education and cultural services provided to the community is highly dependent on the abilities and skills of organizational members. Therefore, analyzing the organizational development needs of members in the Education and Culture Office is an important step to ensure that they have competencies that are in line with the demands of the times.

Organizational development theory states that increasing the capacity of individuals in an organization will have positive implications for the overall performance of the organization. According to the competency development model, each member of an organization needs to be equipped with relevant knowledge, skills and attitudes in order to perform their duties effectively. By understanding these development needs, the Education and Culture Office can design targeted training and development programs that improve the quality of education and culture services in Padang City.

This research offers a novel approach to analyzing organizational development needs by integrating qualitative and quantitative methods. Unlike previous studies that tend to focus on certain aspects, this research will conduct a comprehensive analysis of member development needs by involving various stakeholders, including employees, leaders, and the community. This is expected to provide a more comprehensive picture of the real needs in the field.

The importance of this research lies not only in efforts to improve the quality of human resources in the Education and Culture Office, but also in its contribution to the achievement of regional development goals. With the right development program, it is expected that organizational members can be more responsive to change and able to provide better services to the community. Therefore, this research is

crucial to support the vision and mission of the Padang City Education and Culture Office in improving the quality of education and culture in the region.

2. METHOD, DATA, ANALYSIS

This research uses a qualitative approach with a descriptive research type that aims to analyze organizational development needs for members of the Padang City Education and Culture Office. The instrument development method is carried out by designing questionnaires and interview guides that focus on aspects of competence, technology and internal communication. The questionnaire will be pilot tested first to ensure its validity and reliability before being widely used. The data collection method consists of two main techniques: surveys through questionnaires that will be distributed to all employees and in-depth interviews with a number of employees selected purposively to gain a deeper insight into their needs. The collected data will be analyzed using thematic analysis to identify patterns and themes that emerge from the survey and interview results. In the process of drawing conclusions, the results of the analysis will be summarized and presented in the form of strategic recommendations that can be used by the Padang City Education and Culture Office as a basis for designing more effective organizational development programs that meet the needs of employees.

3. RESULT AND DISCUSSION

a. Agency/Institution Description
1) Location
Name of Agency   : Padang City Education and Culture Office
Address   : Building D Bung Hatta University Campus.
Street   : Sumatra
Village / Sub-district : Ulak Karang Utara
Sub-district   : North Padang
City   : Padang
Province   : West Sumatra
Email   : disdikpadang2mei@gmail.com
2) **Number of Personnel:** 20 people
3) Organizational Structure

4) Tupoksi

b. Research Results

1) Personal Needs

From the questionnaires filled out, it appears that there is a strong need for personal and organizational development among employees, although there are some concerns about the negative impact of such development.

2) Group Needs

These results show that development needs are not only individual, but also include group needs.

3) Organizational Needs

From the results of the questionnaire filled in, it shows that the institution / field strongly agrees to pay attention to the development of other institutions / fields in organizational development.

4) Broad Scale Needs

The questionnaire results confirmed the importance of organizational development not only for internal purposes, but also to meet community expectations.

Overall, the results show that there is an urgent need for organizational development in the Education and Culture Office of Padang City. Employees feel the need to improve individual and group competencies to provide better public services. In addition, awareness of the positive and negative impacts of organizational development is also a concern. Recommendations for organizational development programs should consider input from all levels, whether individuals, groups or the wider community.

c. Data Analysis

In the article discussing the analysis of organizational development needs for members of the Padang City Education and Culture Office. Data obtained through questionnaires and interviews showed that members of the organization lacked confidence in using information and communication technologies, which are increasingly important in the modern education process. There is also a need to improve interpersonal and communication skills among employees, which play an important role in team collaboration and public service delivery. The results of this analysis provide a clear picture of the areas that need to be focused on in the development program, so that the Education and Culture Office can design appropriate interventions to improve their human resource capacity.

4. CONCLUSION

Based on the results of the research on organizational development needs for members of the Padang City Education and Culture Office, it can be concluded that there is a significant need for personal, group and organizational development among employees. The completed questionnaires indicated a concern for the negative impact of such developments, but overall, respondents strongly supported attention to the developments of other institutions in the context of organizational development. In addition, data analysis revealed that organizational members lacked confidence in using information and communication technology, and needed improvement in interpersonal and communication skills. These findings emphasize the importance of designing appropriate development programs to enhance human resource capacity, in order to meet public expectations and improve the effectiveness of public services.
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SUGGESTIONS

The suggestion for the Padang City Education and Culture Office is that they immediately formulate and implement a development program based on the results of the needs analysis that has been conducted. This program should include training in information and communication technology skills, as well as the development of interpersonal skills to improve collaboration among employees. In addition, it is important to involve various stakeholders in the evaluation and program development process, so that the real needs in the field can be well accommodated. The office is also advised to conduct regular monitoring and evaluation of the effectiveness of the programs implemented, to ensure that the objectives of improving the quality of education and culture services are achieved. With these steps, it is hoped that the Padang City Education and Culture Office can be more adaptive to change and be able to make a significant contribution to regional development.

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