

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

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### ABSTRACT

This research aims to analyze the organizational development needs of members of the Padang City Education and Culture Office. Topics covered include identifying challenges faced in developing employee competencies and performance, and strategies that can be implemented to improve organizational effectiveness. The methodology used was a qualitative approach with interviews and surveys of employees, as well as analysis of relevant documents. The results showed that there is an urgent need for training and skills development, improved internal communication, and utilization of information technology in the work process. The benefit of this research is that it provides concrete recommendations for the management of the Office of Education and Culture in designing development programs that meet the needs of employees. The conclusion of this study confirms the importance of sustainable organizational development to improve members' performance and motivation. The suggestions given are the need for the preparation of strategic plan for organizational development involving all relevant parties, as well as periodic evaluation of the programs that have been implemented

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## 1. INTRODUCTION

Organizational development is a crucial aspect in improving employee performance and effectiveness, especially in the public sector such as the Department of Education and Culture. In Padang City, the challenges faced by members of this office include the need to improve competencies, adaptation to technology and effective internal communication. In this context, an analysis of organizational development needs is an important first step to formulate appropriate strategies to improve the quality of human resources. Theories of organizational development emphasize the importance of needs assessment as the basis for designing training and development programs. Models such as ADDIE (Analyze, Design, Develop, Implement, Evaluate) are often used to ensure that each stage of the development process is well integrated. By understanding the specific needs of employees, the Education and Culture Office can implement more effective solutions, such as competency-based training and the use of information technology in administration and learning.

This research offers a novelty with a more in-depth focus on the local context of the Education and Culture Office of Padang City. Unlike previous research that may be more general or not focused on analyzing specific needs, this study will explore the challenges and opportunities faced by members of the office directly through interviews and surveys. With this approach, it is expected to provide more relevant and applicable recommendations. The importance of this study lies not only in the expected end result, but also in the process that involves the active participation of employees in identifying their own needs. By involving employees in this process, the Education and Culture Office can create a sense of ownership and

higher motivation for the development program to be implemented. In addition, the results of this study are expected to serve as a basis for strategic decision-making in an effort to improve the quality of education and culture in Padang City.

## 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  
 e-mail : [disdikpadang2mei@gmail.com](mailto:disdikpadang2mei@gmail.com)

#### 2) Number of personnel: 20 people

#### 3) Organizational structure:



#### 4) Main tasks and functions



#### 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 Need

From the results of the questionnaire filled out, it confirms the importance of organizational development not only for internal interests, but also to meet the expectations of the 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

The conclusion of the organizational development needs analysis for members of the Education and Culture Office of Padang City shows that there is a fundamental need for personal and organizational development among employees. The results indicate that these needs are multi-dimensional, covering personal, group and organizational aspects. Employees lack confidence in using information and communication technology, which is crucial in modern education, and need improved interpersonal and

communication skills to support team collaboration and public service. Thus, it is important for the education and culture office to design development programs that focus on these areas to improve human resource capacity and meet community expectations.

This will strengthen organizational effectiveness and support the overall progress of the institution. Based on the findings and analysis, it is recommended that the Padang City Education and Culture Office immediately design and implement a structured organizational development program based on the specific needs of employees. This program should include competency training relevant to employees' duties and responsibilities, as well as skills enhancement in the use of information and communication technology. In addition, it is important to create effective internal communication forums where employees can share experiences and ideas, thereby strengthening collaboration and teamwork. Involving employees in every stage of planning and evaluating development programs will increase their sense of ownership and commitment to the initiative. With this participatory approach, it is hoped that the Education and Culture Office can create a more productive and change-responsive work environment, and be able to provide better services to the community.

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