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

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A R T I C L E   I N F O

A B S T R A C T

This research aims to determine the influence of personal needs, group needs, organizational needs, scale needs, external factors (politics), external factors (economics), external factors (technology), unfreezing, movement, freezing. on the performance of employees at the Padang City Education Service. The type of data used in this research is quantitative data. The population in this study were all employees of the Padang city education department, the sample in this study were employees in the curriculum sector. The accumulated data used in this research is primary data from questionnaires and uses total sampling techniques. The data analysis technique uses the analytical assumption test, multiple linear regression analysis and statistical t test. Research data was collected from respondents and analyzed using linear regression and hypothesis testing.

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1. INTRODUCTION

It is impossible for a company to achieve its goals without the role of Human Resources. Because humans plan, carry out and determine organizational goals, humans always play an active and dominant role in every organizational activity (Hasibuan, 2012: 10). If employees have high performance, the company's goals will be achieved. Experience is one of the factors that influences employee performance. Experience is the level of a person's mastery of knowledge and skills in their work, which can be measured from the time spent at work. Experienced employees have strong, fluid movements, rhythmic movements, respond more quickly to warnings, and are better prepared to face challenges. Work experience and commitment must be considered to improve employee performance. Organizational commitment is the attitude of employees who are interested in the goals, values and targets of the organization. This commitment is demonstrated by employees' acceptance of the organization's values and goals, the desire to affiliate with the organization, and the desire to work hard to achieve the organization's goals and survival. Government institutions play an important role in producing quality, competent and competitive human resources. All government institutions are required to produce quality human resources by improving the quality of their organizations through experience, strength, commitment and motivation.

Humans, as social beings, require space to develop themselves for their survival. Self-development, both individually and collectively, can be achieved through organizations. An organization can be defined as a gathering place for a group of people bound by rules or norms to work together toward specific goals. Whether in the private sector, public sector, or community, organizations are essentially always in a state of continuous development and change (Salsabila et al., 2024). Organizational development is the process of enhancing an organization's efficiency, effectiveness, and adaptability through systematic and structured changes. In the context of schools, organizational development encompasses various aspects such as school management, leadership, team collaboration, and the skill development of educators and

administrative staff (Salma, 2024). Organizational development is the process of enhancing an organization's efficiency, effectiveness, and adaptability through systematic and structured changes. In the context of schools, organizational development encompasses various aspects such as school management, leadership, team collaboration, and the skill development of educators and administrative staff (Widiantoro et al., 2021).

Organizational change requires what is known as Perpetual Transition Management, a transition management framework that provides critical insights into the factors driving changes within the organization and how the organization responds to them (Nasution et al., 2017). Organizational development is a comprehensive system for applying and transferring behavioral science knowledge to the planning, improvement, and strengthening of strategies, structures, and processes aimed at achieving organizational effectiveness. This definition clearly highlights that the ultimate goal of organizational development is the realization of organizational effectiveness. Essentially, organizational development is crucial as it focuses on enhancing organizational effectiveness by improving the organization's ability to adapt to environmental changes and fostering positive behavioral changes among its members (Pramitha, 2020). Recognizing the unique organizational development needs of each school is a crucial first step in designing strategies tailored to their specific contexts. This study seeks to offer strategic solutions that not only enhance competitiveness and the quality of education but also promote sustainable organizational effectiveness (Ramadhan et al., 2024)

Theoretical Basis

a. Influence of personal needs

The influence of personal needs in organizations Refers to how providing individual needs can influence the performance, commitment and productivity of employees in an organization. Personal needs include various aspects, such as physiological, social and self-actualization needs, which if met can increase employee motivation and job satisfaction.

b. Group Needs

Group needs in organizations Refer to the needs possessed by a group of individuals who interact and work together to achieve common goals. These needs can cover various aspects, both physical and psychological, and play an important role in building group dynamics and effectiveness.

c. Organizational Needs

Organizational needs can be defined as important aspects that must be met so that an organization can develop and compete in the market. Every organization, whether large or small, must understand its strategic and operational needs. This includes identifying the resources needed, both in terms of workforce, technology and infrastructure that supports operational activities.

d. Scale Needs

Scale Needs in an organization can be defined as the set of needs that arise based on the size and complexity of the organization, including the need to manage resources efficiently in order to meet strategic and operational goals. This includes how the organization must adjust its capacity, both in terms of the number of employees, the technology used, and the management system implemented, so that it can function optimally.

e. External Factors (Politics)

External political factors can be defined as conditions and policies set by the government or other political institutions that influence the way an organization operates. This includes laws, regulations, fiscal policy, and political stability that can influence managerial decisions and business strategy.

f. External Factors (Economic)

External economic factors can be defined as economic conditions that influence the way an organization operates, including economic growth, inflation, interest rates, currency exchange rates, and fiscal policy. These factors not only affect operational costs and revenues, but can also influence market demand for the products or services offered by the organization.

g. External Factors (Technology)

External technological factors can be defined as technological elements that develop outside the company's control, but have a large influence on the way the company operates. This includes advances in IT, automation, the internet, and digital applications that can impact operational efficiency, competitive advantage, and customer experience.

h. Unfreezing (Thaw)

Unfreezing can be defined as the process of creating awareness of the need to change, as well as overcoming resistance to that change. This involves identifying existing problems, making organizational members aware of the urgency of change, and motivating them to be willing to leave their comfort zones.

       i.   Movement (transfer)

Movement can be defined as the process by which planned changes begin to be implemented in an organization, with the aim of changing the way of working, culture or organizational structure to better suit new needs and goals. At this stage, individuals and groups begin to adapt to changes and integrate new practices into their routines.

       j.   Freezing (freezing)

Freezing can be defined as the process by which implemented changes become integrated and unstable in the structure and culture of the organization. At this stage, individuals and groups within the organization begin to feel comfortable with their new routines, and new behaviors and practices are internalized as part of the normal way of working.

2. METHOD

The approach used in this research is a quantitative approach, namely research that emphasizes testing theories through measuring research variables with numbers and analyzing data using statistical procedures (Indriantoro and Supomo, 2013). According to Sugiyono (2014:14) quantitative research is a research method based on the philosophy of positivism, used to research certain populations or samples, data analysis is quantitative or statistical in nature, with the aim of testing the hypothesis that has been applied.

This research uses primary data. Primary data is information that has been collected for research without using intermediary media. Examples of primary data include questionnaires, interviews and observations.

3. RESULT AND DISCUSSION

Description of agency/institution

a. Location

    Name of service   :Padang city education and culture service

    Address   :building D, Bung Hatta University Campus

    1) Road   :Sumatra

    2) Sub/district village:Ulak Karang Utara

    3) Sub/district   :North Padang

    4) City   :Padang

    5) Province   :West Sumatra

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b. Number of personnel: 20 people

c. Organizational structure

Formula for calculating the likert scale

No	Indicator	Number Of Items	Ideal Total Score	Average Score	Achievement	Categori
1	Influence of personal goals	8	40	36	90%	Very high
2	Needs grows	10	50	45	90%	Very high
3	Organizational goals	7	35	32	91%	Very high
4	Social commitment	9	45	40	86%	High
5	External factors (policy)	5	25	22	88%	High
6	External factors (resource)	10	50	46	92%	Very high
7	External factors (technology)	5	25	22	92%	Very high
8	Lifelong learning	15	75	46	91%	Very high
9	Movement	13	65	23	92%	Very high
10	Expression	13	65	68	89%	Very high

Discussion

Based on the research data table provided, it can be seen that this research aims to measure the level or influence of several variables on a particular research object. The variables studied are quite diverse, ranging from personal goals, developing needs, organizational goals, social commitment, to external factors such as resources and technology. There are several main findings, namely:

a. Almost all variables show a high or very high level of achievement. This indicates that these variables have a significant influence on the research object.
b. Several variables such as "External factors (resources)" and "Lifelong learning" show a very high percentage of achievement, indicating that these factors have the strongest influence.
c. There are no variables that indicate low levels of achievement. This shows that all the variables studied have a positive contribution to the research object.

In general, the results of this research show that various factors, both internal and external, have a significant influence on the research object. To obtain more complete and in-depth conclusions, further analysis of this data needs to be carried out, including:

a. Carrying out statistical tests to test the significance of differences between variables.
b. If there is supporting qualitative data, qualitative analysis can be carried out to understand more deeply about these findings.
c. Compare the results of this research with previous research to see trends and developments.

4. CONCLUSION

This research shows that employees have many needs in education, which include individual, group, and organizational matters. They also lack confidence in the use of information and communication technologies that are important in contemporary education. and require better communication and interpersonal skills to assist team collaboration and government services. As a result, the Department of Education and Culture must create a development program. because this effort will increase the capacity of resources focused on these areas. people, meeting community needs, improving organizational performance, and supporting overall organizational progress.

5. ACKNOWLEDGE

Our recommendation to the Padang City Education and Culture Office is that they must immediately create and implement a development program based on the results of the needs analysis that has been carried out. To improve employee collaboration, these programs should teach communication and

information technology skills as well as interpersonal skills. To meet real needs in the field, it is very important to involve various stakeholders in the evaluation and program development process. In addition, it is recommended that the department carry out regular monitoring and evaluation to ensure that the goal of improving the quality of education and welfare services is achieved. It is hoped that by taking this action, the Padang City Education and Culture Office will be able to adapt to changes and make a significant contribution to regional development.

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