ABSTRACT

The contemporary definition of organizational culture (OC) includes what is valued, the dominant leadership style, the language and symbols, the procedures and routines, and the definitions of success that characterizes an organization. OC represents the values, underlying assumptions, expectations, collective memories, and definitions present in an organization

Cameron and Quinn (2002) have developed an organizational culture framework built upon a theoretical model called the "Competing Values Framework." This framework refers to whether an organization has a predominant internal or external focus and whether it strives for flexibility and individuality or stability and control. The framework is also based on six organizational culture dimensions and four dominant culture types (i.e., clan, adhocracy, market, and hierarchy) and generated an "Organizational Culture Assessment Instrument (OCAI)" which is used to identify the organizational culture profile based on the core values, assumptions, interpretations, and approaches that characterize organizations (Cameron & Quinn, 2002).

The competing values framework can be used in constructing an organizational culture profile. Through the use of the OCAI, an organizational culture profile can be drawn by establishing the organization's dominant culture type characteristics.

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ABSTRAK

Definisi saat ini tentang kultur organisasi (OC) meliputi penilaian, gaya kepemimpinan yang dominan, lambang dan bahasa, prosedur dan rutinitas, dan definisi kesuksesan suatu organisasi. OC menghadirkan nilai-nilai, mendasari asumsi, harapan, memori kolektif, dan definisi keadaan di suatu organisasi

Cameron dan Quinn (2002) sudah mengembangkan suatu kerangka kerja kultur organisasi yang berdasarkan atas model teoritis yang disebut *"Competing Values Framework."* Kerangka ini mengacu pada organisasi yang mempunyai suatu fokus eksternal atau internal utama dan ciri khas atau stabilitas dan fleksibilitas dan kendali. Kerangka kerja juga didasarkan pada enam dimensi kultur organisasi dan empat jenis kultur dominan (*Clan, Adhocracy, Market*, dan *Hierarchy*) dan menghasilkan suatu *"Organizational Culture Assessment Instrument (OCAI)"* yang digunakan untuk mengidentifikasi profil kultur organisasi berdasar pada nilai–nilai inti, asumsi, penafsiran, dan pendekatan dari karaakter organisasi (**Cameron& Quinn**, 2002).

Hasil dari penilaian dapat digunakan dalam membangun suatu profil kultur organisasi. Melalui penggunaan OCAI, suatu profil kultur organisasi dapat digambarkan dengan penetapan tipe karakteristik kultur dominan organisasi.