ABSTRACT

Hospital are always faced to manage human resources. Because of the greater human resources were critical success of organizatation. Assessment of the human resources of the performance can be generated and the result of the performances could indicate that organizational culture in an organization. The study aimed to identify the dimensions of organizational culture on work unit of H.M Mawardi Islamic Hospital, Krian using Value Survey Module 94. Result of dimensions obtained by each units would be connected with their respective performances. Assessment of work unit performance was done by compairing the result of the work with the Minimum Service Standards in Hospital.

The study was conducted using cross sectional study design with a quantitative approach. By using a questionnaire as instrument, addressed towards 22 units of work.

Dimensions of organizational culture that was dominant in 15 work units in H.M Mawardi Islamic Hospital was long term oriented. For the performance of work units, 63.5% had a good performance and the remaining 36,5% had poor performance. Test of relationship between the dimensions of organizational culture with the performance of work units was done using corelational contingency statistical test. The result of test of relationship was (R=0.186) which was still far from 1. This meant that there was no relationship between the dimensions of organizational culture with the performance of work units.

The conclusion that can be drawn was, dimensions of organizational culture on work units quite good because it has a long term dimension. However, there is still some work units with individualism dimension. That means there were some who concerned with personal interests than the organizational interests.

Keywords: dimension of organizational culture, performace of work units, VSM 94