

ABSTRACT**THE DYNAMICS OF HOSPITAL'S ORGANIZATIONAL CULTURE
AS A ANTICORRUPTION MORAL COMPASS****Yuniawan Heru Santoso**

This study is needed to harmonize ownership of organizational cultural values in controlling corrupt behavior. The aim of this study is to develop the function of cultural metaphor as an anticorruption moral compass. This study intends to provide a definition of culture in hospital organization formed based on assumptions, values, artifacts and symbols, through the process of manifestation, realization, symbolization, and interpretation. Through a symbolic interpretive perspective on relationships between Vendors and hospital management, this study seeks to provide a new interpretation of the use of organizational culture as a guardian of the anticorruption movement. This study is a qualitative study that collects data through in-depth interview, participant observations, and document recording. Data analysis is used to answer the problems about the hospital's organizational culture values, corrupt behavior patterns, and anticorruption moral compass form. This study was conducted at Tabayan General Hospital, Sigerkerta city, Putrabaya Province.

This study is an implementation of the theory of cultural dynamics (Hatch, 1993) on hospital organization, which is studied in a symbolic interpretive perspective. The anticorruption moral compass proposed in this study, based on cultural values derived through the process of cultural dynamics (Hatch, 1993), which then using the identification of key shared values (Smircich, 1983), derives subsequent ethical values formulated into controlling values to be able to develop the potential of a compass as a cultural metaphor (Alvesson, 2012), to guide ethics in work (Sullivan, 2009).

This study proposes an anticorruption moral compass as the main finding. The moral compass found in this study is an anticorruption guide, based on the tendency of work practices in the process of procurement of goods and services in hospitals. The results of this study recommend the use of an anticorruption moral compass model in organizations undergoing a transformation process, and have a changing commitment to intervene in corrupt practices. Corruptive behavior is presented based on the Vendor's characteristic according to the pattern of interaction with officers connected with the procurement process of goods and services. This study finds a pattern of interventions that are known to suppress the existence of corrupt behavior that is actually sheltered into the *achievement's veil*, *bureaucratic's veil*, and *initiation's veil*. This study states that the presence of the veil layer, managed to envelop all corrupt practices that occur in hospital organization environment. This study formulates the values of integrity, trust, and professional as core values that can be used as controlling values on the anticorruption moral compass.

Keywords: cultural dynamic model, organizational culture, hospital, anticorruption moral compass.