

ABSTRACT

Emma Bina Fikrina; *Organization Culture Management in Integrated Islamic Junior High School (SMPIT) Ukhuwah Banjarmasin. Advisor: (I) Prof. Dr. H. Kamrani Buseri, M.A (II) Dr. Ahmad Salabi, M.Pd. Thesis. At UIN Antasari Postgraduate Program Banjarmasin, 2018.*

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Education is actually about culture transformation so that the problems of less decent nations' culture and character will become a sharp attention in society towards the implementation of education in every educational unit (schools). The presence of organization culture especially in school institution is needed in order to generate students in certain quality. One of the schools that became a favorite school in the city of Banjarmasin namely SMP-IT Ukhuwah. Author feels interested in knowing about the cultural management activities in those school, what are the values and characteristics they have developed and also to know how the preservation of school culture applied by the headmaster who has successfully supported the success of students' character building in SMP-IT Ukhuwah.

The type of research was conducted by field research with descriptive research methods. The data sources in this research are principals, teachers and education personnel as well as supporting school documents. The teachers that interviewed by author was taken randomly. The data collection process begins with field observations followed by interviews and documentaries, the preliminary data that was obtained then sorted out by author before finally the final conclusion are drawn. Data that obtained during the previous data collection process has been validated through the triangulation process. The data that author obtained from one source will be compared against another sources.

The conclusions of this research are : 1) The cultural management that was built in SMP-IT Ukhuwah consists of a planning process through a work meeting process, organizing by constructing an organizational structure accompanied by dividing tasks for each of the existing job positions, briefing by giving example and motivation to employees and students, and strict supervision using various supervision techniques, 2) The values and characteristics that was built in this school are (a) religious; (b) teamwork; (c) discipline; (d) help each other; (e) empathy; (f) curious; (g) leadership; (h) read; and (i) honesty. 3) In order for organizational culture management activities to run well and continuously (long-lasting/sustainable), the headmaster makes various cultural development traditions by applying the fundamentals of cultural development that are balanced with supervision, including : (a) formal supervision; (b) incidental supervision; (c) digital supervision; (d) home visit