

ABSTRACT

The Balai Pengembangan Kegiatan Belajar (BPKB) in West Java have an aim to create teaching staff consisting of Pamong Belajar who have capacities to develop their knowledges for the development of societies, nation, and state. Once it is related to performance of Pamong Belajar, the complication of organizational culture have not been escaped from interest of policy maker in both Ditjen Diklusepora and provinces, so all sorts of treatments were committed to the Pamong Belajar, for example, improvement of education, training, recruitment of Pamong Belajar candidates, and direct technical leadership.

Based on the definition of complication, the research question might be formulated into a basic question: What are the effect of organizational culture and the influence of activities on the performance of Pamong Belajar ?

In general, the study have an aim to procure an actual, distinctly description of both organizational culture and working climate in terms of Pamong Belajar performance.

In the matter of such a description, the study to be conducted is an applied one and a type of descriptive research method; the sample of study are 31. The data collecting equipment is questionnaire.

The results of study, generally, illustrated the organizational culture of the Balai Pengembangan Kegiatan Belajar, West Java, in most good condition are in category of 69,23 %, and in good condition are 30,77 %. The working climate condition of Pamong Belajar of the Balai Pengembangan Kegiatan Belajar, generally, indicated well category of 73,07 %. The performance of Pamong Belajar in The Balai Pengembangan Kegiatan Belajar, West Java, showed well category of 76,92 %.

There is a significant correlation of organizational culture and Pamong Belajar performance in the Balai Pengembangan Kegiatan Belajar, that are 0,712 and significant over $P < 0,01$. While the effect of organizational culture on the Pamong Belajar performance are 50,8 %. Both working climate and Pamong Belajar performance in the Balai Pengembangan Kegiatan Belajar showed a correlation of X_2 and Y variables are 0,523 and significant over $P < 0,01$. The rate of variable effect of the organizational culture on the Pamong Belajar performance are 27,4 %. There is significant correlation of both organizational culture and working climate and the Pamong Belajar performance in the Balai Pengembangan Kegiatan Belajar some 0,719 and $P < 0,01$. Whereas its impact are 51,6 %.

The recommendation of the researches to be directed to Manager of The BPKB is anticipated the BPKB get be able to increase better quality of service to the participants. Most importantly, such a service is presented by management which is served as a manager of the BPKB. That service is realized in the form of activity design in properly structured writing. For Pamong Belajar, it is necessary to be able to implant customs in participants of education to continuously studies as long as their lives. Pamong Belajar should be able to create a conducive learning climate for improving motivation of the participants.