

**BUDAYA ORGANISASI PENGELOLAAN PEMBELAJARAN TATAP MUKA
MASA PANDEMI (PADA SMK N 1 SAPURAN, WONOSOBO)**

Utera Fijar Adha, Wiwik Novianti, Dian Bestari Santi Rahayu

Jurusan Ilmu Komunikasi, Fakultas Ilmu Sosial dan Ilmu Politik, Universitas
Jenderal Soedirman

Email: fijar30@gmail.com

ABSTRAK

Setiap sekolah tentunya memiliki budaya organisasi masing-masing. Fenomena pandemi Covid-19 tentunya merubah segala teknis kegiatan pembelajaran di sekolah. Salah satu sekolah yang peneliti pilih pada penelitian ini yaitu SMK N 1 Sapuran, Wonosobo yang sudah melaksanakan simulasi hingga pembelajaran tatap muka sejak akhir tahun 2021. Tujuan dari penelitian ini untuk mengetahui bentuk budaya organisasi pada pembinaan komunikasi, disiplin, dan motivasi guru dan kendala pengelolaan pembelajaran tatap muka. Metode penelitian yang digunakan yaitu deskriptif kualitatif dengan metode pengambilan data wawancara, observasi, dan dokumentasi. Metode pemilihan informan menggunakan *purposive sampling*, kemudian untuk validasi data peneliti menggunakan triangulasi sumber. Berdasarkan data yang diperoleh, peneliti menemukan tiga bentuk budaya organisasi pada SMK N 1 Sapuran yaitu kerja sama, kekeluargaan, dan apresiasi. Peneliti juga menemukan kendala penerapan budaya organisasi pada pengelolaan pembelajaran tatap muka yaitu waktu yang terbatas ketika di kelas, ketakutan terbentuknya klaster baru, ketertinggalan materi pembelajaran yang cukup banyak, serta *learning loss* yang dialami siswa.

Kata Kunci : budaya, organisasi, pembelajaran tatap muka, pandemic

**ORGANIZATIONAL CULTURE MANAGEMENT OF FACE TO FACE
LEARNING PANDEMIC (AT SMK N 1 SAPURAN, WONOSOBO)**

Utera Fijar Adha, Wiwik Novianti, Dian Bestari Santi Rahayu

*Department of Communication Studies, Faculty of Social and Political Sciences,
Jenderal Soedirman University*

Email: fijar30@gmail.com

ABSTRACT

Every school has its own organizational culture. The phenomenon of the Covid-19, of course change all technical learning activities in school. One of the schools that I chose in this study is SMK N 1 Sapuran, Wonosobo which has carried out simulations to face-to-face learning since the end of 2021. The purpose of this study was to determine the form of organizational culture in fostering communication, discipline, and motivation of teacher and the constraints of face-to-face learning management. The research method used is descriptive qualitative with interview, observation, and documentation data collection methods. The informant selection method used purposive sampling, then for data validation the researcher used source triangulation. Based on the data obtained, the researcher found three forms of organizational culture in SMK N 1 Sapuran, that is cooperation, kinship, and appreciation. Researches also found obstacles to implementing organizational culture in the management of face-to-face learning, that is limited time in class, fear of forming new clusters, missing a lot of learning materials, and learning losses experienced by students.

Keyword : culture, organization, face-to-face learning, pandemic