

DAFTAR PUSTAKA

- Aichouche, R., Chergui, K., Brika, S. K. M., Mezher, M. El, Musa, A., & Laamari, A. (2022). Exploring the Relationship Between Organizational Culture Types and Knowledge Management Processes : A Meta-Analytic Path Analysis. *Frontiers in Psychology*, 13(May), 1–12. <https://doi.org/10.3389/fpsyg.2022.856234>
- Amin, A. (2022). Analysis Of Organizational Culture In The Public Sector. *Management Research and Practice*, 14(4), 47–61. <https://mrp.ase.ro/no144/f4.pdf>
- Amran, T. G., & Setyanegara, G. A. S. (2021). Measurements, Analysis And Effect Of Organizational Culture Assessment Instrument (OCAI) Towards Employee Performance. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 2021(3), 798–814.
- Asih, A. Y. P., Setianto, B., & Adriansyah, A. A. (2021). Analisis Budaya Organizational Culture Assesment Instrument (OCAI) pada Pejabat Struktural di RS Islam Surabaya. *Jurnal Kesehatan Vokasional*, 6(4). <https://doi.org/https://doi.org/10.22146/jkesvo.70295>
- Bahri, S., Ramly, M., Gani, A., & Sukmawati, S. (2021). Organizational Commitment and Civil Servants Performance: The Contribution of Intelligence, Local Wisdom and Organizational Culture. *European Journal of Business and Management Research*, 6(1), 128–134. <https://doi.org/10.24018/ejbmr.2021.6.1.720>
- Balková, M., & Jambal, T. (2023). Evaluation of organizational culture in enterprises in the Czech Republic using OCAI. *Frontiers in Psychology*, December, 1–11. <https://doi.org/10.3389/fpsyg.2023.1297041>
- BKN. (2022). *Buku Saku Panduan Core Values BerAKHLAK*.
- Blat, M. O., Rodríguez, A. L. L., & Palacios Marqués, D. (2025). The strategic advantage of innovative organizational culture : An exploratory analysis in digital transformation and big data analytics capabilities. *Journal of Management & Organization*, 443–462. <https://doi.org/10.1017/jmo.2024.74>
- Cameron, K. S., & Quinn, R. E. (2011). *Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework* (3rd ed.). Jossey-Bass.
- Carcia, M. S. M., Transilvanus, V. E., & Ley, M. Y. (2023). Analisis Budaya Organisasi Menggunakan Metode Organizational Culture Assesment Instrument (OCAI) Pada Kantor Badan Perencanaan Daerah Dan Litbang Kabupaten Sikka. 10(1), 62–78.
- Chatab, N. (2007). *Profil budaya organisasi: mendiagnosis budaya dan merangsang perubahan*. Alfabeta.
- Direktorat Jenderal Industri Agro. (2026). *Profil Direktorat Jenderal Industri Agro*.

Agro.Kemenperin.Go.Id. <https://agro.kemenperin.go.id/profil>

- Endalew, D., & Bhagwat, D. (2025). Organizational Culture as a Predictor of Job Satisfaction : The Case of Public Hospitals Governed Under Addis Ababa City Administration Health Bureau. *Science Publishing Group*, 6(2), 49–56. <https://doi.org/https://doi.org/10.11648/j.advances.20250602.13>
- Faizaty, N. E. (2020). *Implementasi Organizational Culture Assessment Instrument (OCAI) Untuk Pemetaan Budaya Organisasi PT . Semen Indonesia (Persero) Tbk Sebagai Rujukan Winning Culture*. 07, 37–53.
- Fikriah, A. Z., Situmorang, H., Sary, I., Ritonga, S., & Harahap, A. (2025). The Relationship Between Organizational Culture and Administrative Management Performance in the Public Service Sector in Labuhanbatu Regency. *International Journal of Education, Social Studies, And Management*, 5(2), 690–695.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (3rd ed.).
- Hidayat, G. M. A. M. (2023). Analysis Of Enhancement Of Employee's Performance Strategy Through Mapping Of Organizational Culture In KPKNL Sidoarjo. *JSSBS (Journal of Social Sciences and Business Studies)*, 1(1), 15–20.
- Huy, N. Van, Thu, N. T. H., Anh, N. L. T., Au, N. T. H., Phuong, N. T., Cham, N. T., & Minh, P. D. (2020). The validation of organisational culture assessment instrument in healthcare setting: results from a cross-sectional study in Vietnam. *BMC Public Health*, 1–8. <https://doi.org/https://doi.org/10.1186/s12889-020-8372-y>
- Istianah, I., & Akbar, R. (2024). A Systematic Review of Factors Influencing Audit Quality in Public Sector Organizations. *Proceedings of the 21st Asian Academic Accounting Association (FourA) Annual Conference 2024*, 1–27. www.foura.org
- Jupitawati, R., & Kadiyono, A. L. (2021). Analisis Budaya Organisasi Pada Institusi Pemerintahan X Menggunakan OCAI (Organizational Culture Assessment Instrument). *Buletin Bisnis & Manajemen*, 07(02), 126–138.
- Kolibu, D. R., Sairwona, W., & Indonesia, U. K. (2021). Reciprocal Relationship between Lecturer Performance and Implementation UKI ' s Values at Universitas Kristen Indonesia. *International Journal of Science and Society*, 3(3), 198–209.
- Likingurainey, L. K., Kayombo, C. J., & Kashindye, A. (2020). Comparative Study on Volume Estimation Using a Model with one and Model with two Independent Variables in Meru/USA Forest Plantation, Northern Tanzania. *East African Journal of Forestry & Agroforestry*, 2(2), 54–63. <https://doi.org/10.37284/eajfa.2.2.236.IEEE>
- Mahardini, D. F., Kasenda, I., Afgani, M. W., & Isnaini, M. (2024). *Quantitative Research Philosophy in Research Methodology*. 9(4), 1135–1143.

- Maulidza, M. (2023). Human Resource Management Strategy: Organizational Culture on Local Government Agency in using IT Governance System. *KnE Social Sciences*, 2023, 619–631. <https://doi.org/10.18502/kss.v8i11.13577>
- Miku, M. (2023). *Evaluation of organisational culture dimensions and their change due to the pandemic zda Klabusayov a.* 97(June 2022). <https://doi.org/10.1016/j.evalprogplan.2023.102246>
- Muhammad, R., Watts, K., & Montgomery, E. (2025). *Midwives' and Nurses' Views on the Shift from Hierarchical to Clan Culture in Nigerian Public Healthcare Facilities.* <https://www.researchsquare.com/article/rs-7166884/v1>
- Naiborhu, J. R., & Anggraini, N. (2021). Hubungan Antara Budaya Organisasi Dan Komitmen Terhadap Organization Citizenship Behavior Karyawan Prestisa (PT Kaya Raya Turun Temurun). *Fundamental Management Journal*, 9816(1), 83–112.
- Natalena, Y., & Natalia, C. (2016). Hubungan Budaya Organisasi Dan Pelatihan Terhadap Kinerja Pengemudi Di PT Blue Bird Group Tbk. *Fundamental Management Journal*, 9816(1), 75–82.
- Pasaribu, C. P., Anggraini, N., & Rajaguguk, W. (2025). Hubungan Antara Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan Ditjen Perhubungan Laut, Kementerian Perhubungan RI. *Jurnal Ilmiah Buletin Ekonomi*, 25, 91–117.
- Purba, I. I. W., Tobing, J., & Sinaga, S. (2016). Hubungan Budaya Organisasi Dengan Loyalitas Karyawan Pada PT. Spanset Indonesia. *Fundamental Management Journal*, 9220(1), 16–27.
- Putra, F. A., Susila, E., Yulia, L., & Suheri. (2025). Menuju Era Retail Cerdas: Memperkaya Pengalaman Pelanggan Dan Meningkatkan Efisiensi Operasional Dengan Teknologi Internet Of Things (IOT). *JURNAL KRAKATAU INDONESIAN OF MULTIDISCIPLINARY JOURNALS*, 237–245.
- Queirós, C., Passos, F., Bártolo, A., Marques, A. J., Silva, C. F., & Pereira, A. (2020). Burnout and Stress Measurement in Police Officers: Literature Review and a Study With the Operational Police Stress Questionnaire. *Frontiers in Psychology*, 11(May), 1–23. <https://doi.org/10.3389/fpsyg.2020.00587>
- Rahman, A., Partiwi, S. G., & Theopilus, D. S. (2021). University organizational culture mapping using Organizational Culture Assessment Instrument. *IOP Conference Series: Materials Science and Engineering*. <https://doi.org/10.1088/1757-899X/1072/1/012069>
- Rangkuti, F. (2014). *Teknik Membedah Kasus Bisnis Analisis SWOT: Cara Perhitungan Bobot, Rating dan OCAI.* Gramedia Pustaka Utama.
- Robbins, S. P. (2008). *Organizational Behavior* (9th ed.). Pearson Education.
- Robbins, S. P., & Judge, T. A. (2019). *Organizational Behavior* (18th ed.). Pearson

Education.

- Sasongko, D. A. S., Tampubolon, E., & Sinaga, S. (2018). Hubungan Antara Budaya Organisasi Dan Gaya Kepemimpinan Terhadap Motivasi Kerja Karyawan Di PT. ABL. *Fundamental Management Journal*, 9220(1), 12–24.
- Schein, E. H. (1992). *Organizational Culture and Leadership*. Jossey-Bass Publishers.
- Schein, E. H. (2010). Organizational Culture and Leadership, 4th ed. In *Leadership & Organization Development Journal* (Vol. 33, Issue 4). <https://doi.org/10.1108/01437731211229331>
- Schein, P. A., & Schein, E. H. (2017). *Organizational Culture and Leadership*. 5th Edition (5th ed.). Wiley & Sons.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach* (7th ed.). John Wiley & Sons.
- Situmorang, D. F., & Anggraini, N. (2018). Hubungan Gaya Kepemimpinan Transformasional Dan Budaya Organisasi Dengan Kepuasan Kerja Karyawan PT. Indomarco Prismaatama. *Fundamental Management Journal*, 9816(2), 67–73.
- Sobirin, A. (2007). *Budaya Organisasi Pengertian, Makna dan Aplikasinya Dalam Kehidupan Organisasi*. UPP, STIM YKPN.
- Suriani, N., Risnita, & Jailani, M. S. (2023). Konsep Populasi dan Sampling Serta Pemilihan Partisipan Ditinjau. *IHSAN: Jurnal Pendidikan Islam*, 1, 24–36.
- Taherdoost, H. (2022). Designing a Questionnaire for a Research Paper : A Comprehensive Guide to Design and Develop an Effective Questionnaire. *Asian Journal of Managerial Science*, 11(1), 8–16. <https://doi.org/https://doi.org/10.51983/ajms-2022.11.1.3087>
- Tampubolon, H. (2015). Strategi Manajemen Sumber Daya Manusia dan Perannya dalam Pengembangan Keunggulan Bersaing. In *Papas Sinar Sinanti* (p. 1).
- Willie, M. M. (2024). Population and Target Population in Research Methodology. *Golden Ratio of Social Science and Education*, 4(1), 75–79. <https://doi.org/https://doi.org/10.52970/grsse.v4i1.405>
- Zunaidah, & Malinda, S. (2023). The Influence of Assessment on Civil Servant Performance Mediated by Organizational Culture in Banyuasin Regency, South Sumatra Province. *Journal of Economic Literature (JEL)*, 41(October), 12–18. [https://doi.org/https://doi.org/10.31521/modecon.V41\(2023\)-02](https://doi.org/https://doi.org/10.31521/modecon.V41(2023)-02)