INTRODUCTION: CULTURAL IN SHAPING ORGANIZATIONAL VALUES AND REGULATIONS

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Organisation’s values shaped by the influence of its people. It has been a kind of support system since a long time. The theory about the mutual objective, leader-follower change, social interaction embedded throughout the time. Organization is the place to elaborate the emotional need of its member in facing their daily activities. Employees need the better healing approaches to manage the work pressure and stress level. In light with this idea, the organizational support approaches were initiated to maintain the positivity and create the value that needed by the members. The reward system in example, is part of the support to manage the emotion for reaching the goals of organization and break the expectation of the member. This will provide positive influence on productivity of the organization. Thus, the values that embedded in the organization could boost the happiness of its member and appreciated the hard work they provide to the organization.

The goals and values were set to become the organizational behaviour. Series of theory could lead the goals and explain how the certain framework able to determine the behaviour. In the relationship between organization and employee, self-determination and commitment are strong indicators to become a successful behaviour setting. Another aspect to increase the commitment is the motivation. It ascertains the implementation and shaping the intentions. Although such intention is dynamic, due to personal capabilities and measurement, the goals which were set before need to be realistic and achievable. To manage the intention, it needs something that could attract, select and off course controllable. On top of that, the perspective provides the measurement how to implement the intentions. It like a technique to emphasise on the outcome of the people’s behaviour, where it able to preserving the original values with the one that want to be embedded within the organization. Thus, the significance outcome expectantly gives the impact towards the organization member.

The culture is one of the biggest influences in the organization. A culture allows people to seek motivation and match it personal values. The organization’s shared values are genuinely derived from these personal values. The shared values stimulate the achievement and outcome of organizations’ member. Teamworking skills, adaptive behaviour, desire for learning, empowerment are the outcomes that expected to be culture advantageous. Culture is also the unique form of the organization’s characteristic that unable to be imitated by competitors. Employee’s productivity is one of the managers’ aim and objectives. The cultural influence manages to do so.

The achievement of organizational goals influenced explicitly by resources. The collective goals and achievement concentrated to maximize the organization’s value, effectiveness, productivity, efficiency and profitability. Hence, the organization needs to develop basic cultural design, outstanding cooperative atmosphere, and good characteristic to make the employee feel they belong to organization. From such values and goals could be translated and transformed into the regulations. The implementation of this regulations is part of forming a distinctive value of organizational behaviour.
However, this process cannot be done in short term process. It will need a series amount of time and mature experience to make a successful movement. Paying attention to small and usual thing could be a good start to create the big values of behaviour. Thus, the change within the organization could be projected and done in a proper way.

Cultural dimension is often shaped by indigenous values that existed within the communities. The values that derived from faith basis, such as beliefs, presumption, expectations could lead to action that convey the cultural behaviour. Emmanuel C. Obikwu explained the indigenous rights that has been preserved by United Nations Declaration on the Rights of Indigenous Peoples. In his part “UNDRIP and Historic Treaties: The Moral Imperative to Legitimize the Human Rights of Indigenous People to Self-Determination” explain the treaties between the indigenous people and imperialists under specific term and conditions. He found that the concept of indigenousness has been determined by European colonialism. This is not the case for some of African countries where they see themselves as indigenous. He ascertains that the UNDRIP as part of human rights instrument provides significance influences that should be respected by all parties.

The cultural aspect could provide implication about the interpretation of the values. The conceptual values from such interpretation often being sifting continuously and provide perspective. As a result, it will picture the organizational behaviour. Perspective also could serve different function of opinion. Muhammad Yusuf Yahya explain the cultural values of sharing the inheritance through the interpretation refer to other wisdom instead of heritage verses. From his part "The Reinterpretation of 2:1 Heritage Using the Interpretation and Cultural Functions", he collected the exegesis reference taken form the classic and contemporary one, with an addition to Islamic interpretation books, Code of Civil Law and the Law of Inheritance. Through an approach of modern science, the interpretation has been reduced by interpretation function.

Another significance aspect of the cultural values in shaping the organizational behaviour is the norm and belief that has been inherited throughout the generations for centuries. Such values that have been arisen from the belief and moral initiative were long lasted until recent days. Muhammadiyah as one of the oldest organizations based on the Islamic and moral values. Since the day of its establishment, Muhammadiyah has been succeeded to established massive communities and its tools such as hospitals, school, universities and Islamic microfinance firm. This success story came form the solid values and mutual interest.

Nevertheless, such values need to be maintained and preserved. Satria Unggul Wicaksana Prakasa, Samsul Arifin, Achmad Hariri, Nadief Rahman Harris and Ahmad Bahrul Efendi explored the patterns that potentially lead to radicalism within Muhammadiyah School. In their part “Patterns of Spreading Radicalism in Muhammadiyah Islamic Boarding Schools in East Java”, founded that the pattern the radicalism mostly raised from the learning models. This due to the approaches that has been reached by the student in Islamic boarding school is the absolute truth came from the book or manuscript. This would close the scientific approached and critical thinking of the student how to screening and filtering the information. They suggested that the effort to shifted the attention is by putting forward an open minded educational approach such as school standardisation, open discussion, precautionary principle, and critical thinking.

In addition, in the discussion of constitutions implementation, it is important to ask whether the individual rights had been exercised objectively or it just as hard as implement the regional Sharia law? Ozy Diva Ersya in her article "Batam Free Trade Zone and Free Port: A Juridical Review from The Aspect of The Movement of Imported Goods" highlight the juridical aspect on the custom and tax policies on Batam Free Trade Zone. The authority needs to give
more concerns about the prominent views that have been developed as free zone: extraterritorial zone or the validity of exemption of the imported goods. She suggested that the legal norms should be discussion priority and the establishment of such custom law to supervise the movement of goods.

As was mentioned before, to fulfil the organizational values, it needs to create appropriate correctional system. Alma Qarnain and Natalina Naibaho in their part “Revitalization on Management of Correctional Institution: Current Development of Correctional System in Indonesia” have explored the cultural term changing from “prison” to “correctional”. In practical aspect, the problems are still there within the correctional institution. They use certain approaches such as comparative study to evaluate the policy which has been issued by the Ministry of Law and Human Rights.

As previously stated, cultural values shaped the regulation in certain regions. The discursive debate in applying the levies in the autonomous region become has been discussed by Badri Hasan Sulaiman and Muslem Abdullah. Through their part “Regional Levies in Special Autonomy Province: A Case Study of Executive Reviews on Regional Regulations” founded out the clash and asynchronous with the higher regulations. Although the objective is to upsurge the value of the province, the regulations have to be annulled and revised due to its status as clashing the content and technical aspect by the Ministry of Home Affairs. The suggested the creation of assurance framework between the central government and autonomous province to avoid disharmony and asynchronized regulations in the coming future.

Thus far, the introduction has argued that the cultural value that shape the organization and behaviour should be based on social value. It should be a tool to ascertain the individual rights and justice. This to keep government stay on justice and preserve the people’s interest.

On behalf editorial board, we strongly believe that the organization and culture should be based on faith-driven values. All articles published in this volume have been thoroughly selected and appraised by the reviewer and experts.

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