

ABSTRAK

Menteri Agama mengeluarkan lima nilai budaya kerja pada tanggal 6 November 2014 dengan tujuan meningkatkan kinerja seluruh pegawai Kementerian Agama, maka Balai Diklat Keagamaan Bandung juga harus menerapkan lima nilai budaya kerja tersebut. Namun dalam LAKIP Balai Diklat Keagamaan Bandung, termuat beberapa target yang tidak tercapai dikarenakan beberapa persoalan yang terjadi, misalnya: Belum tercapainya serapan anggaran dimana targetnya adalah 95% dan tercapai 93%, sasaran lain yang belum sesuai target adalah rata-rata kinerja pegawai dimana target 87% dan tercapai 85%.

Tujuan penelitian ini adalah untuk mengetahui implementasi lima nilai budaya kerja Kementerian Agama RI di Balai Diklat Keagamaan Bandung. Manfaat penelitian ini diharapkan dapat memberikan gambaran dan informasi kepada masyarakat tentang pengimplementasian lima nilai budaya kerja Kementerian Agama yang dilaksanakan di Balai Diklat Keagamaan Bandung.

Peneliti menggunakan metode penelitian deskriptif dan pendekatan kualitatif. Hasil penelitian ini menunjukkan bahwa Lima Nilai Budaya Kerja Kementerian Agama sudah diimplementasikan di Balai Diklat Keagamaan Bandung, namun masih belum maksimal dikarenakan masih terdapat beberapa aspek, yaitu dalam segi sumberdaya manusia dan disposisi yang masih harus diperbaiki lagi.

Kata Kunci: Balai Diklat Keagamaan Bandung, Lima Nilai Budaya Kerja, Kementerian Agama Republik Indonesia

ABSTRACT

The Minister of Religion issued five work culture values on November 6, 2014 with the aim of improving the performance of all employees of the Ministry of Religion, the Bandung Religious Training Center must also apply the five values of the work culture. But in LAKIP Bandung Education Training Center, contained several targets that were not achieved due to several problems that occurred, for example: Not yet achieved budget absorption where the target is 95% and achieved 93%, another target that has not met the target is the average performance of employees where the target 87% and 85% achieved.

The purpose of this study was to determine the implementation of the five work culture values of the Ministry of Religion of the Republic of Indonesia in the Center for Religious Education and Training in Bandung. The benefits of this research are expected to provide an overview and information to the public about the implementation of the five work culture values of the Ministry of Religion held in the Bandung Education and Training Center.

The researcher used descriptive research methods and qualitative approaches. The results of this study indicate that the Five Work Culture Values of the Ministry of Religion have been implemented in the Bandung Education Training Center, but are still not optimal because there are still several aspects, namely in terms of human resources and dispositions that still need to be improved.

Keywords: *Bandung Religious Training Center, Five Work Culture Values, Religion Kemernterian Republic of Indonesia*