

ABSTRAK

Arifin, Miftahol. 2004. The Relation of Organizational climate to the performance of Members of Regional Assembly (DPRD) in Pamekasan. Thesis, Faculty of Psychology, State Islamic University of Maulana Malik Ibrahim Malang.

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Organizational climate is a value and norm within an organization or institution which is made as principle in running the duty inside the organization. It has a severely crucial role in developing human resources to create a good working environment in order to reach its goal. The performance of the members is also important to achieve the goals, targets, and existence of the organization, all of whom are related to the performance achievement and the orientation of the institution. Its success is highly dependent on the human resource because the achievement is influenced by the performance of the members.

This research is aimed at identifying whether or not the climate of organization is related to the performance of its members. It employs qualitative research method with inquiry data collection. It is conducted in the Members of Regional Assembly (DPRD) Pamekasan with 45 members of sample populations. The analysis goes into the findings as follow: in the variable of organizational climate of DPRD Pamekasan, 7 members (15.6%) have a high organizational climate, 31 members (68.9%) are in average while the other 7 members (15.6%) have a low organizational climate. In the variable of the working performance, 7 of whom (15.6%) have a high performance, 32 of whom (71.1%) are in average, while the rest 6 members (13.3) have a low performance. The result shows that organizational climate and member performance are in positive relation, because their correlation goes into 0.01 significant level (99% of acceptant level).