

ABSTRAK

Zebua, Hendianus. (2025). Analisis Budaya Kolaboratif Pegawai Dalam Pelaksanaan Program Kerja Di Kantor Kecamatan Mandrehe Utara Kabupaten Nias Barat. Skripsi. Universitas Nias. Pembimbing: Eliagus Telaumbanua, S.E.,M.M.

Penelitian ini bertujuan untuk melakukan analisis budaya kolaboratif pegawai dalam pelaksanaan program kerja di kantor kecamatan mandrehe utara. Metode Penelitian yang digunakan yaitu pendekatan Kualitatif. Teknik pengumpulan data dilakukan melalui observasi, wawancara dan dokumentasi. Berdasarkan Hasil penelitian menunjukkan bahwa budaya kolaboratif antar pegawai di lingkungan kantor camat telah terjalin , khususnya dalam bentuk kerja sama tim baik antar individu pegawai maupun antar seksi. Namun, penerapan kolaborasi yang sudah terjalin masih belum efektif yang dikarenakan aspek-aspek budaya kolaboratif belum sepenuhnya terinternalisasi seperti komunikasi yang masih belum sepenuhnya terbuka, partisipasi pegawai yang belum merata, dan ketimpangan tanggung jawab. Selain itu, tantangan dalam penerapan budaya kolaboratif meliputi perbedaan karakter antarpegawai, rendahnya tingkat kepercayaan, serta adanya resistensi terhadap perubahan budaya kerja. Untuk mengatasi tantangan tersebut, diperlukan beberapa solusi strategis seperti peningkatan kesadaran kolektif mengenai pentingnya kerja sama, penguatan komunikasi yang transparan, serta penerapan gaya kepemimpinan partisipatif dan inklusif. Upaya-upaya ini diharapkan mampu mendorong terciptanya lingkungan kerja yang lebih sinergis, partisipatif, dan produktif dalam pelaksanaan program kerja instansi pemerintahan di tingkat kecamatan.

Kata Kunci: budaya kolaboratif, kerja sama, tantangan, partisipatif.

ABSTRACT

Zebua, Hendianus. (2025). An Analysis of Collaborative Work Culture Among Employees in the Implementation of Work Programs at the Mandrehe Utara Sub-District Office, West Nias Regency. Undergraduate Thesis. Nias University. Supervisor: Eliagus Telaumbanua, S.E., M.M.

This study aims to analyze the collaborative work culture among employees in the implementation of work programs at the Mandrehe Utara Sub-District Office. The research method used is a qualitative approach. Data collection techniques were carried out through observation, interviews, and documentation. Based on the research findings, it is shown that collaborative culture among employees in the sub-district office environment has been established, particularly in the form of teamwork both between individual employees and across divisions. However, the implementation of the existing collaboration is still not fully effective, as aspects of collaborative culture have not been completely internalized, such as communication that is not yet fully open, uneven employee participation, and imbalances in responsibilities. In addition, the challenges in implementing a collaborative culture include differences in employee characteristics, low levels of trust, and resistance to changes in the work culture. To overcome these challenges, several strategic solutions are needed, such as increasing collective awareness of the importance of teamwork, strengthening transparent communication, and implementing a participatory and inclusive leadership style. These efforts are expected to foster a more synergistic, participatory, and productive work environment in the implementation of government programs at the sub-district level.

Keywords: *collaborative culture, teamwork, challenges, participatory.*