

CHAPTER II

GENERAL REIVEW

2.1 History of the Departement of Culture DKI Jakarta

The Department of Culture DKI Jakarta has the task of carrying out government affairs in the field of culture and parts of culture, such as Traditional Arts, History, Cultural Conservation, Museums and so on. The Department of Culture DKI Jakarta has the task of carrying out government affairs in the field of culture and parts of culture, such as Traditional Arts, History, Cultural Conservation, and Museums.

Before the Department of Culture DKI Jakarta was formed, the government first established the Arts Division of the DKI Jakarta Education and Culture Regional Office. This is the forerunner to the establishment of the Department of Culture DKI Jakarta.

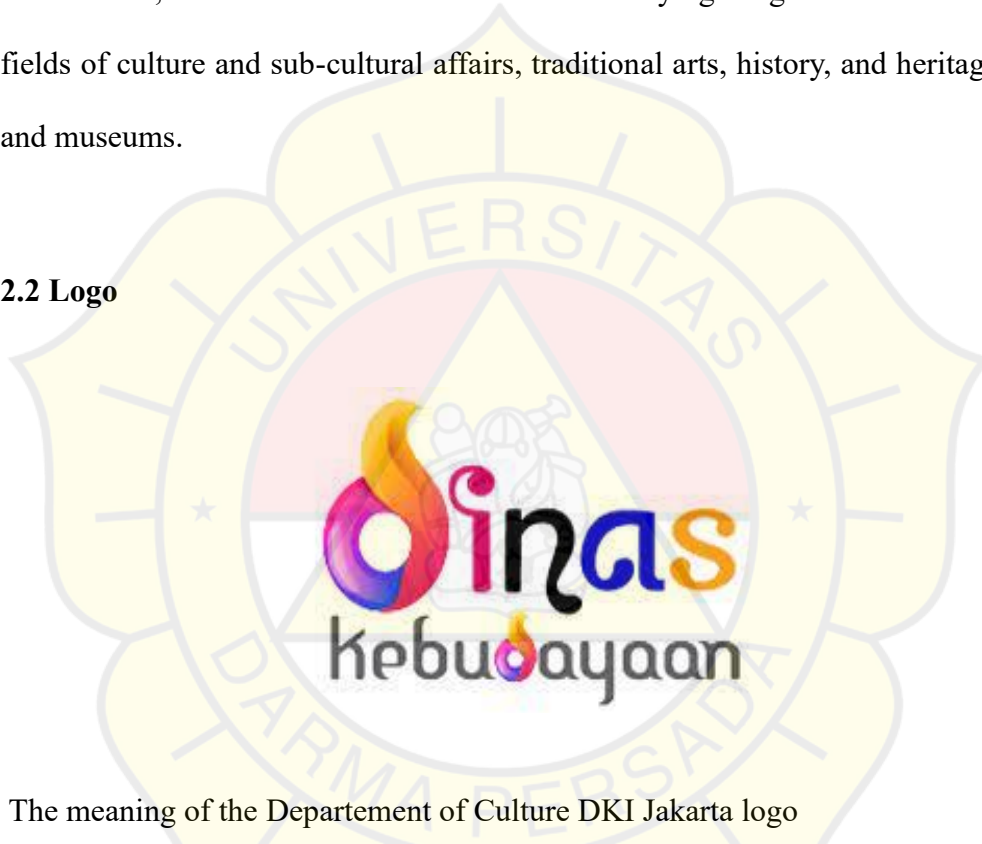
In 2001 in accordance with the Governor's Decree No. 137 of 2001 its name became the Department of Culture and Museums. Then in 2008 according to Regional Regulation No. 10 of 2008, the Tourism Office which is affiliated with the Culture and Museums Office was finally merged into the Tourism & Culture Office.

Along with changes in the bureaucracy both at the central and regional levels, the organizational structure of the DKI Jakarta Provincial Government has also changed. based on Regional Regulation Number 2 of 2019 Amendment to Regional Regulation Number 5 of 2016 concerning the Formation and Composition of Regional Apparatuses of DKI Jakarta Province, the Culture Service is independent with the

organization and work procedures as stipulated in Governor Regulation Number 149 Year2019.

Based on the Regulation of the Governor of DKI Jakarta Province Number 149 of 2019 concerning Organizational Governance of theDepartement of Culture DKI Jakarta, the Culture Service has the task of carrying out government affairs in the fields of culture and sub-cultural affairs, traditional arts, history, and heritageculture and museums.

2.2 Logo



The meaning of the Departement of Culture DKI Jakarta logo

- 1) The colorful concept in the logo is the diversity of culture and customs in Jakarta which means joy, optimism, autusiasm, flexibility, creativity and economy.
- 2) The whole circle on the letter D means unity, brotherhood, mutual cooperation and harmony in culture.

2.3 Vision and Mission of the Departement of Culture DKI Jakarta

2.3.1 Vision of The Departement of Culture DKI Jakarta :

Jakarta is a developed, sustainable and cultured city whose citizens are involved in realizing civility, justice and prosperity for all.

2.3.2 Mission of The Departement of Culture DKI Jakarta :

There are mission in The Department of Culture DKI Jakarta as above :

- 1) To make Jakarta a safe, healthy, intelligent, cultured city, by strengthening family values and providing space for creativity through leadership that involves, mobilizes and humanizes.
- 2) To make Jakarta a city that advances public welfare through job creation, stability and affordability of basic needs, increased social justice, accelerated infrastructure development, ease of investment and business, and improved spatial management.
- 3) To make Jakarta a place for state apparatus to work, serve, serve, and solve various problems of the city and its citizens, effectively, meritocratic and with integrity.
- 4) To make Jakarta a sustainable city, with development and living arrangements that strengthen environmental and social carrying capacity.
- 5) To make Jakarta the dynamic capital as the node of Indonesia's progress which is characterized by justice, nationality and diversity.

2.4 Organizational The Department of Culture DKI Jakarta

The organizational culture of the Department of Culture DKI Jakarta is a Work Culture that is applied in the DKI Jakarta Provincial Government as stated in the DKI Jakarta Provincial Governor Regulation Number 54 of 2020 concerning Work Culture.

The Work Culture Values of the DKI Jakarta Provincial Government consist of:

- 1) Integrity means that there is harmony between words and actions by upholding the principles, rules and norms that apply. Collaborative, means working with all stakeholders to achieve common goals by forming teams and building effective partnerships.
- 2) Head of the Culture Sub-department is led by a Sub-department Head who is under and responsible to the Head of the Service Culture of DKI Jakarta Province as direct and internal superior In carrying out the task, the City Service Sub-dept is coordinated by the Mayor.
- 3) In carrying out their duties, the Head of the Culture Service is assisted by one Head of Administrative Subdivision and three Section Heads. Service Department Culture in carrying out tasks is under the coordination of the Assistant People's Welfare of the Regional Secretary of DKI Jakarta Province.

In a workplace generally has many divisions and positions. Each division or department also has different functions and tasks, as well as the positions in each division or department have their own duties. human resources as the driving wheel of a division requires good competence, either in general or even competencies that are rarely possessed by others, where these competencies can be a plus for a person in carrying out his career. things that add value to a person can be seen from their soft skills and hard skills.

Soft skills are abilities or talents that exist in every human being, where these abilities are carried out in a non-technical way, which means that they are not in shape or visible form. Soft skills can also be said to be an ability or skill in dealing with other people, and how a person can manage himself.

Next is hard skill which is a mastery of one's knowledge and technical skills in carrying out their field. When viewed from the definition of soft skills, including things that are needed as a person's competence to carry out his career, especially those whose careers are related to other people or make contact with other people.

Soft skills needed include leadership, problem solving, time management, organizational management, critical thinking, teamwork, analytical skills and self-confidence. Ability Someone who has the ability to lead both others will also be good at leading himself.

In a position in a company, especially one that has a high or crucial position, it really requires a high leadership spirit because a leader must have the aforementioned soft skills. Everything is interrelated and supports one another.

A leader must be critical in thinking and be able to analyze various situations in the world of work so that a leader will know what to do immediately in order to maintain the stability of his work environment. decisions made by a leader are the result of good analysis, critical thinking, and problem-solving skills to find the best solution. In addition, teamwork is needed, because a leader must have subordinates to lead. that way the attitude of the leader is very influential on his subordinates including organizational management to manage the ins and outs of the organization including time management and self-management.

Because it is not impossible that subordinates are a reflection of their superiors or leaders. while hard skills are no less important than soft skills, where hard skills are a person's technical ability to do something in their field. The ability that must be possessed by a leader is in accordance with his scientific field or the field of knowledge he is studying. Subjectively the author is based on the experience of internship activities that a good leader is a leader who can also do what his subordinates do. At least know in general about the things that his subordinates do related to their work or field.

In the work culture of the Culture Office, also has separate rules, which have been implemented in the DKI Jakarta Provincial Government listed in the Regulation of the Governor of DKI Jakarta Province Number 54 Year 2020 on Work Culture Values.

DKI Jakarta Provincial Government consists of:

1. Integrity means that there is harmony between words and actions by upholding the principles, rules and norms that apply.
2. Collaborative, means working with all stakeholders interests to achieve common goals by forming a team and build effective partnerships.
3. Accountable, means carrying out the work completely and can be accounted for in accordance with performance targets.
4. innovative, meaningful means to create ideas for renewal to improve service quality through evaluation, solution problems and continuous improvement.
5. Fair, which means caring/sensitivity to ensure that the rights of various parties can be accommodated.

Attitudes in the world of work include order, discipline, and thoroughness. In carrying out internship activities, this attitude is really needed because in the process if it is not accompanied by order, discipline and thoroughness it will hamper a job. In terms of discipline and order, the simplest is to be on time and obey the rules that have been made. In doing something, they become more motivated in order to be able to finish on time and with order and discipline, the

results will be neater. Accuracy in working or doing a job is very important in order to achieve optimal results.

2.5 Organizational Structure

Head of Information and Documentation Management Officer	Head of the Department of culture DKI Jakarta
Information and Documentation Management Officer	1. Secretary of the DKI Jakarta Cultural Department 2. Head of Cultural Development
Information Management	Head of Cultural Development
Documentation and Archives	Head of Cultural Protection
Information Services	Head of Cultural Utilization
Members	1. Head of Jakarta Historical Museum Management Unit 2. Head of Maritime Museum Management Unit 3. Head of the Art Museum Management Unit 4. Head of the Betawi Cultural Village Management Unit 5. Head of the Cultural Arts Performance Building Management Unit 6. Head of Cultural Heritage Conservation Center 7. Head of Taman Ismail Marzuki Jakarta Arts Center Management Unit

Secretary	<ol style="list-style-type: none">1. Head of General and Personnel Sub Division2. Head of Data and Information Section
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