

**POLA KOMUNIKASI ORGANISASI KMHD YBV UNDIKSHA UNTUK
MEMPERTAHANKAN SOLIDARITAS PENGURUS DALAM
MENJALANKAN PROGRAM KERJA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui keterlibatan pengurus melalui pola jaringan komunikasi Y, jenis media yang digunakan dalam menyebarkan informasi, serta faktor-faktor penghambat komunikasi organisasi KMHD YBV Undiksha. Jenis penelitian ini adalah penelitian deskriptif. Subjek penelitian ini adalah Wakil Rektor III Undiksha, Koordinator Penasihat KMHD YBV Undiksha, Ketua dan Pengurus KMHD YBV Undiksha, serta Anggota dan Alumnus KMHD YBV Undiksha. Sedangkan objek penelitian adalah pola komunikasi organisasi KMHD YBV Undiksha. Metode pengumpulan data menggunakan teknik *snowball sampling*. Teknik analisis data adalah teknis analisis model Miles and Huberman. Hasil penelitian menunjukkan bahwa organisasi KMHD YBV Undiksha telah menerapkan pola komunikasi Y seperti ketentuan organisasi, akan tetapi memang benar adanya bahwa perjalanan pola tersebut kurang dilakukan secara maksimal oleh pengurus organisasi sehingga menimbulkan beberapa faktor yang menghambat komunikasi organisasi untuk mempertahankan solidaritas pengurus dalam menjalankan program kerja.

Kata-kata kunci: pola komunikasi, solidaritas, program kerja.

***The Organizational Communication Pattern of KMHD YBV Undiksha to
Maintain Management Solidarity in Running the Operational Plan***

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ABSTRACT

This study aimed to determine the involvement of the management through the Y communication network pattern, the type of media used in disseminating information, as well as the inhibiting factors of organizational communication of KMHD YBV Undiksha. This type of research was descriptive research. The subjects of this study were Vice-Chancellor III of Undiksha, Advisory Coordinator, Chair and Management, and members and alumni of KMHD YBV Undiksha. While the object of research was the communication pattern of the KMHD YBV Undiksha organization. Snowball sampling technique used as data collection method. The technique of data analysis was the Miles and Huberman model analysis technique. The results showed that the KMHD YBV Undiksha organization has implemented the Y communication pattern as the organization's provisions, however, it was true that the implementation of this pattern was not carried out optimally by the organization's management, causing several factors that hinder organizational communication to maintain the solidarity of the management in carrying out work programs.

Keywords: communication pattern, solidarity, operational plan

