

ABSTRACT

University is a part of education that produced educated employee who are able to fulfill the requirement of labor market. Islamic State of University (UIN) Walisongo Semarang were one of university that makes change from institute to University. It is done to keep demand of people needed and abreast of time, especially the development in labor market. Those have included in Vision, Missions and the six of principles value that have been set in and should have become work culture in UIN Walisongo Semarang. The purpose of this research is to do the culture mapping recently and expected future by all of stakeholder in order to it can be as recommendation to institute, have the culture recently and expected future accorded with vision, missions, purpose and values that set in, until it can become UIN Walisongo Semarang as University that is ready to face change and demand of labor market.

This research used the Organizational Culture Assessment Instrument (OCAI) method. Survey was done by employees, lectures, and university students using descriptive quantitative approach, it was used to know and analyze the culture profile of Islamic State University (UIN) Walisongo Semarang currently and expected future.

The result of this research is there was a similar of organization culture currently and expected future. That sense by stakeholder, such as employees, lectures, and university students who said that profile of Islamic State University (UIN) Walisongo Semarang currently was clan culture and organization culture that was expected by all of stakeholder in UIN Walisongo was clan culture too. There was tendency to clan culture that powerful as type culture expected. Clan culture dominated organization culture in UIN Walisongo related to religious value that had UIN Walisongo since before change. In UIN Walisongo, it prioritised role or attitude silaturahmi, sincere, shidiq and humble and there were islamic organization culture that was taken from the resource of islamic law such as, Al Quran And Al Hadist Rasulullah SAW. This organization culture mapping can be reference UIN Walisongo to determine principle that accorded with vision, missions and purposes UIN Walisongo.

Keywords: Organization Culture Mapping, OCAI, UIN Walisongo, Quantitative Descriptive