

ABSTRAK

Penelitian ini berangkat dari ketegangan desain organisasi Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Garut yang harus menjaga disiplin komando birokratis sekaligus adaptif terhadap dinamika kebencanaan yang penuh dengan ketidakpastian, sementara rotasi dan mutasi pejabat berisiko memutus kesinambungan pengetahuan dan memori organisasi. Penelitian ini bertujuan menganalisis bentuk organisasi BPBD Garut serta implikasinya terhadap keberlangsungan prinsip organisasi pembelajar dalam konteks manajemen publik sektor kebencanaan. Penelitian ini menggunakan pendekatan kualitatif dengan desain studi kasus. Data dikumpulkan melalui wawancara mendalam, observasi, dan telaah dokumen, dengan penentuan informan menggunakan teknik snowball sampling serta pengujian keabsahan melalui triangulasi sumber. Analisis data dilakukan secara interaktif melalui pengumpulan, reduksi, penyajian, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa BPBD Garut merupakan organisasi hibrid yang didominasi karakter mekanistik, namun menampilkan unsur organik pada fase kedaruratan. Pergantian pejabat dan penataan struktur cenderung berlangsung administratif tanpa mekanisme serah terima pengetahuan yang terstruktur, sehingga pembelajaran kolektif mudah terputus dan lebih bergantung pada forum lisan serta figur tertentu. Memori organisasi terfragmentasi dalam simpul-simpul penyimpanan yang tersebar, sementara pemanfaatan teknologi dan sistem informasi berkembang sektoral karena mandat pengelolaan dan kapasitas pengguna tidak merata. Secara teoretis, temuan ini menegaskan bahwa dominasi mekanistik dalam struktur hibrid membatasi pelembagaan organisasi pembelajar lintas subsistem pembelajaran, organisasi, manusia, pengetahuan, dan teknologi. Secara praktis, temuan mengindikasikan perlunya mandat pembelajaran rutin, kewajiban alih pengetahuan saat rotasi, repositori pengetahuan terintegrasi, dan penguatan kapasitas pengelola serta pengguna sistem untuk menopang kebijakan kebencanaan yang berbasis pengetahuan dan akuntabel.

ABSTRACT

This study stemmed from the tension in the organizational design of the Regional Disaster Management Agency of Garut Regency (BPBD Garut), which was required to maintain bureaucratic command discipline while remaining adaptive to the uncertainty inherent in disaster governance, as recurrent leadership rotation and transfers risked disrupting knowledge continuity and organizational memory. The study aimed to analyze BPBD Garut's organizational form and its implications for sustaining learning organization principles in the context of public management in the disaster sector. It employed a qualitative approach with a case study design. Data were collected through in-depth interviews, observation, and document review; informants were identified using snowball sampling, and trustworthiness was strengthened through source triangulation. Data analysis followed an interactive process of data collection, reduction, display, and conclusion drawing. The findings indicated that BPBD Garut operated as a hybrid organization dominated by mechanistic characteristics, yet exhibiting organic features during emergency phases. Leadership rotation and structural adjustments tended to be administrative in nature and were not accompanied by structured knowledge handover mechanisms, rendering collective learning fragile and highly dependent on oral forums and key individuals. Organizational memory was fragmented across dispersed storage nodes, while the use of information technology and information systems developed in a sectoral manner due to uneven governance mandates and user capacities. Theoretically, the findings suggested that mechanistic dominance within a hybrid structure constrained the institutionalization of a learning organization across the subsystems of learning, organization, people, knowledge, and technology. Practically, the study implied the need for mandated routines of organizational learning, compulsory knowledge transfer during rotations, an integrated knowledge repository, and strengthened capacity among system managers and users to support knowledge-based and accountable disaster policy.