



Abstract

Tamansiswa has different core values, such as values, kinship, egalitarianism, independent spirit, Among method, and the three Tamansiswa slogans (Ing Ngarso Sung Tulodho, Ing Madya Mangunkarsa, and Tut Wuri Handayani). The strength of this value is even the basis of national education such as Tut Wuri Handayani. At the beginning of the establishment until the new order was proven Tamansiswa could develop quite well. Proven Tamansiswa members become national figures. Contribute and inspire Indonesia.

However, now Tamansiswa has internal and external problems in its organization, the Majelis Luhur Persatuan Tamansiswa (MLPTS). This research discusses to study the cultural causes in MLPTS that can no longer be used to overcome change. To answer the research questions, researchers use the concept of organizational culture (Schein, 2004), there are two factors that influence organizational culture, namely leadership and institutional understanding of the character of the organization as what runs MLPTS. This research uses a qualitative research method with case study approach. Data were collected through 1) in-depth interviews, 2) semi-participant observation by positioning themselves as Tamansiswa's outsiders but helping in the promotion of the Dewantara Kirti Griya Museum, 3) registration by selecting documents that apply in the Museum and the Dewantara Kirti Griya Library, sources internal and other external, 4) Data online at Tamansiswa's Whatsapp internal groups to determine interview sources and triangulation of data obtained.

This research found that 1) the founders had created a strong and superior organizational culture for Tamansiswa members, but the organizational culture created by the current leader was no longer in line with the times, and it was difficult to change orde baru paradigm to reformasi; 2) Institutional in Tamansiswa from a community to become an MLPTS institution, improving isomorphism in each era, coercive isomorphism which is very strong in orde baru and this is related to institutions that still use safety patterns with the old organizational character. The conclusion from this research organizational culture can no longer be used to change because the culture that is built still uses the character of the old organization.

Keywords: Organizational Culture, Institutional, Leadership, Organizational Character