ABSTRACT

The Covid-19 virus is still a pandemic outbreak that has become a global citizen because of the various modes of transmission that cause concern. Since it was first announced, the case of the COVID-19 virus has been going on for eight months in Indonesia and based on this data, there is no indication that the virus has stopped spreading. The implementation of policies during the covid-19 virus pandemic itself is a challenge for companies and employees to quickly adapt to a new work culture.

This study aims to determine the form of work culture that prevailed before the pandemic and during the pandemic in the Cilacap Regional Government and to determine the process of changing work culture before the pandemic and during the pandemic in the Cilacap Regional Government. The method used is a qualitative method with case studies. Data collection techniques through interviews, observations and documentation. It took 3 hours 28 minutes 23 seconds to produce 11 documents and 106 themes.

The results of the study. The form of work culture before the covid-19 pandemic period was traditional work using a manual work system and there had to be a physical presence to each office. with the work culture during the covid-19 pandemic, namely hybrid work, work does not require physical experience and gives employees freedom in carrying out their work.

Furthermore, the process of changing work culture in government agencies is carried out in several processes based on time. Changes at the beginning of the impetus for further change identify the culture before the changes that occurred in the pre-change phase, then in the phase during the change is a process of action and reaction that occurred during the change process consisting of four actions and three reactions. These actions and reactions continue to rotate so that organizational changes can be carried out so that in the post-change period a new culture begins to form which will later support the goals of change.

There are several suggestions that can be made to realize optimal work culture changes, namely in changing work culture in government agencies it takes a long time, then leaders must be consistent in responding to actions with agreed commitments, Build harmonious communication between leaders and subordinates and Strengthen socialization of changes in manual services to online by providing education on the advantages of services with the online system.

Keywords: Organizational Behavior , Work Culture, Organizational Change,