



Resilience of Sharing Organizational Cultural Characteristics Based on Local Wisdom on Emak-Emak Behavior as a Support Tool for Social Resilience in the Complex in the 5.0 Era

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Abstract. The research aims to determine the commitment of the bureaucracy and technological media to support changes in the cultural climate of local knowledge-based sharing organizations during the pandemic as a form of resilience of the mothers' community in the Nuansa Mas Estate Complex Bandung, West Java, Indonesia during the pandemic. Data was obtained through primary sources which were developed and distributed in the mothers' community among those who experienced/survived COVID-19, families affected by Covid-19 who lived in the Nuansa Mas Estate Complex area, Bandung with 38 participants consisting of 30 respondents and 8 various informants, community and analyzed using mix methods with a survey using SPSS 2003, Nvivo and the convergence approach. The results of the research show that managerial commitment and technology play a major role in supporting changes in the organizational cultural climate of sharing, managerial commitment and technological media capabilities determine a very high average value in changing the organizational cultural climate of sharing as a resilience. Further research can be carried out targeting other countries in Asia or Europe using a quantitative qualitative approach through interviews to obtain more in-depth information based on current state data.

Keywords: Resilience, Mediation, Managerial Commitment, Sharing Organizational Culture

INTRODUCTION

There are an additional 19,106 cases of coronavirus spread throughout Indonesia. West Java became Indonesia's province with the highest Covid-19 cases, with 5,255 cases. To see the movement of the Covid-19 virus in a region. One of the significant impacts of the COVID-19 pandemic on Indonesian society is the field of public services that demands changes in the organizational culture climate in the public service bureaucracy. Bureaucratic changes occur in two dimensions: the organizational dimension and the work system. In the organizational dimension, climate change has occurred from the beginning and is carried out regularly; switching to the new average bureaucratic model is required. Meanwhile, changes in the work system are presented with two options: *work from home* (WFH) and continue working in the

office by paying attention to and carrying out predetermined health protocols (Rohman et al., 2020).

This encourages bureaucrats to be able to become media and commit to running public services well through the implementation of organizational culture during the pandemic. The same happens in the changing climate of organizational culture. Organizational culture is considered an interior management tool; in this way, many organizations evaluate its efficiency. On the other hand, managerial commitment and technological capabilities are factors that mediate organizational efficiency (Purwanto, A. *et al.* 2021).

In this study, these factors were also considered to evaluate overall performance. However, there are few studies in this regard in which bureaucratic behavior concerning organizational culture has been analyzed. However, studies have yet to be conducted in areas that are yet to be central to development, lack of infrastructure, and economic structure. This research was motivated by the lack of empirical evidence to evaluate the impact of climate change on the culture of sharing organizations based on local wisdom on bureaucratic behavior in West Java, Indonesia, during the pandemic. Therefore, the identification of problems in this study focused on the region.

Ancient research, J. (2002) concluded that the process of environmental awareness had been improved. However, the objectives of management remain beyond the reach of individuals mainly for reasons related to management support. The role of managerial commitment cannot be ignored by management because of its significance in achieving productive organizational growth (Suhairi S. *et al.*, 2023). This study aims to determine the role of managerial commitment and technological capabilities in climate change, organizational culture, sharing, and bureaucratic behavior, specifically in the Nuansa Mas complex in Bandung, West Java, Indonesia. Data processing from questionnaires was developed with the help of a literature review to evaluate the effects of mediation accurately and reliably. Extensive literature reviews have been conducted to evaluate environmental impacts on organizations or complexes, which ultimately can increase the financial costs of companies/organizations/complexes during the pandemic (Julia et al., A.J. 2022).

In addition, the results of the study are expected to be valuable and relevant to climate change policies, organizational culture, and sharing based on local wisdom in West Java to evaluate further the resilience of the role of two mediating factors of management commitment and technological capabilities, which these two factors will have an impact on further improving

the efficiency of bureaucratic behavior in pandemic program policies in the Nuansa mas complex area of Bandung City in particular and Indonesia in general.

LITERATURE

Resilience, affiliation, organizational culture characteristics, sharing, and bureaucratic behavior as a supporting tool for improving the performance of Indonesian bureaucracy in the post-COVID-19 era. Nasution, S.M. (2021) defines *resilience* within the scope of work organizations as the ability to stay task-focused, productive, and connected to the organization's mission despite experiencing difficult times. This requires workers at all levels to have inner strengths and resource capacities that enable them to cope with the impacts of large-scale changes to the organization, such as new priorities, new leadership, new organizational strategies, major change initiatives, new technologies, mergers, and downsizing. It can be the impact of the pandemic period.

For resilience, the characteristics of organizational culture sharing on emak-emak behavior as a means of supporting social resilience in the post-COVID-19 era complex are characterized by some action with a specific goal in mind and a kind of strategy on how to achieve the chosen goal that involves several related elements. First, a sense of self-worth and confidence; second, *self-efficacy* and the ability to deal with change and adaptation; and third, a set of approaches to solving social problems as an impact of the pandemic period by looking at the commitment made by bureaucrats to the commitments, conditions, media obtained by emak-emak in maintaining changes that occur in social life in society after The pandemic period passed.

Organizational Sharing Culture and Its Effects on Bureaucratic Behavior

Organizational culture is the application of values and norms derived from regional philosophies, raised into local wisdom, and guidelines used as the basis for transformation in various national and state activities needed during the pandemic. Trimulato, T. (2021) *Sharing* is a well-known concept in the sharing economy. It is carried out in business using digital platforms so that the idea of technology is carried out. The sharing economy collaborates economic and cultural concepts (Richardson, in Iriany, I.S. 2023). Sharing in Indonesia is carried out through cooperation.

Gotong royong is one of the philosophies of West Java, namely social interaction between individuals to help each other (Ariadi, P.S. *et al* 2021). There are various activities carried out by Indonesian people in various places, regions, and islands, such as reciprocating food at wedding

receptions and Eid al-Fitr or social gatherings, makloon in the home industry in the economic context (Rangkuti, M.H. 2020) or the practice of cooperation in other regional activities identical to: *Sakai Zambian* in Lampung Province, *paska-dukaan* in Bali Province, *had* found in the Dayak Tribe of Kalimantan, *nyambungan*, *liliuran*, *dug dug rempug*, and *wait for overtime* found in the Baduy Tribe of Banten Province, and *penance* with *penance means* to educate, broaden each other's horizons and inner birth experiences, love each other by giving sincere affection and guide each other and protect each other to sharpen each other's minds reminding each other of mutual love, nurturing, guiding each other in West Java Province (Sunaryo, A. *et al.* 2020).

Table.3 Adaptation of Sharing Cultural Value Transformation

	Transformation	Attitude and mindset	Types of value sharing characteristics
<i>Silih simbeuh</i>	Culture	Use of Chinese trade culture	Equally loyal and defensive
	Social	Owerners' relationship with suplayer	Same high fighting spirit
<i>Silih asah silih asih silih asuh</i>	Culture	Gender	Same as above
	Social	Anti-monopoly attitude	Same reconciliation and gotong royong
Research results of the younger generation	Culture	Organizational culture with an <i>involvement dimension</i>	Same high fighting spirit
	Social	Adaptability to the ability of members to adjust the activities of the senate program	Gotong royong, together live
Results of application research Ethical Values	Culture	-	-
	Social	Culture towards performance	Equally rukun and gotong royong

Thus, organizational culture also affects the organization's financial performance, which can be identified with return on assets and equity (Nada, F.U.M. & Erdkhadifa, R. 2024). Kholmi, M. (2019). Financial profit can also be in the short term of the organization's members, company, or complex. In this case, a strong relationship exists between organizational culture and organizational profitability in the Czech State. To minimize the overall cost of members with the help of organizational culture. The climate change of sharing organizational culture is a transformation of the adoption of new values with adjustments to fundamental values to changes that occur with the characteristic values of local wisdom *that* has been rebounding, namely, the same harmony and mutual assistance, the same loyal and enduring-the same high fighting spirit, with attitude and mindset; relationships between citizens holistically become a pattern to overcome various problems (Taftazani, B.M. 2017).

Sharing Organizational Culture and Its Influence on Managerial Commitment as a Resilience

Many studies have examined the influence of organizational culture and business strategy of several organizations, where positive relationships have been evaluated about management's commitment to the vision and goals achieved by the management committee. Therefore, companies' environmental strategies influence their performance (Purwitasari, D. & Larasati, M. 2023). At the same time, it is also observed that the resilience of top management commitment has shown a positive relationship with environmental strategy. The main structure of this personality, labeled as hardiness, was later defined as "the use of ego resources necessary to assess, interpret, and respond to healthy stress." Hardiness has dimensions of control, commitment, and challenge (Wahdaniyah, N. 2019).

In this study, to determine the influence of organizational culture on managerial commitment, Interest in managerial practice is one of the reform streams, resulting in the erosion of critical values for public management. A relationship-based approach and value orientation are essential for organizations whose primary asset is human resources two Austen roles.

Sharing Organizational Culture and Its Impact on Technology Capabilities

According to the study of Wilden and Gudergan (2015), there are several types of organizations whose management has decided to adopt and increase technological capacity in their companies, aiming to transform business with digital models. This strategy is carried out to improve organizational culture in a better direction because there are significant relationships between networks, partners, and stakeholders. Public communication about policy intent is essential but complicated. Government officials face four main constraints typical of the public sector compared to the private sector: a more complicated and unstable environment, additional legal and formal restrictions, more rigid procedures, and more diverse products and objectives.

Managerial Commitment and Its Effects on Bureaucratic Behavior

Employees and higher management of an organization play an important role in maintaining its profitability. Referring to the study of Ashikali and Groeneveld (2015), the success rate of organizations always depends on organizational loyalty. If employees in an organization have exemplary commitment, there is a significant opportunity to develop the organization. *Commitment* can be defined as the willingness of employees to the organization for the sake of its profitability. Extrinsic satisfaction and intrinsic satisfaction are more strongly

associated with affective commitment and normative commitment to public sector employees than to private sector employees in that their attitudes toward their jobs and organizations, and the relationships between them, identify the relationship between organizational commitment and job satisfaction for the behavior of public employees/bureaucrats. So, the technology factor in the Company's profitability and the technology factor is an important aspect of the development of the organization through its innovative process (Wu, 2014).

The main problem is to stifle political opportunism. Countries that have successfully developed healthy private sectors have developed institutions that hold back government decision-making. Institutions and Commitment. 5-2-421 commitment is associated with various consequences of employee attitudes and behaviors, for example, motivation level, organizational citizenship, and turnover rate. In turn, the positive benefits of a committed workforce are recognized as an essential determinant of organizational effectiveness. Committed employees who are highly motivated to donate their time and energy to pursue organizational goals are increasingly recognized as critical assets available to an organization.

Pandemic Period

A *pandemic* is an epidemic that occurs on a scale that crosses international borders, usually affecting many people. The COVID-19 pandemic is caused by a disease caused by infection with the SARS-CoV-2 virus, first identified in the city of Wuhan, in China's Hubei province, in December 2019. Covid-19 has spread to various countries in the world, including Indonesia. The number of positive coronavirus (Covid-19) cases in Indonesia continues to grow. Covid-19 was previously known as the Novel 2019 Novel Coronavirus (2019-nCoV) respiratory disease before the World Health Organization (WHO) declared the official name Covid-19 in February 2020. The new order in the bureaucracy and changes in work patterns to carry out public services during the new average period (Rohman et al., D.C. 2020) with changes in the work climate, inaction in public services, having a poor management system corruption, collusion, and nepotism and other problems in our bureaucracy. It should proactively preserve scientific freedom and genuine ethical advice within this new regulatory framework.

The coronavirus (COVID-19) poses a change in the work climate of organizational culture. It is one of the policy challenges that define an era by sketching out some possible ways in which public policy and the administrative community can make a lasting contribution to addressing this terrible crisis.

METHOD

This study used mixed *methods* with a contingency approach to organizational culture, management, and bureaucratic behavior. Contingency theory is purely a process in which a leader's ability to exert influence depends on the *group task situation* Zulaihah, Ifatun 2017 is based on the effectiveness of management, behavior, and the different situations that accompany it (Strizhakova & Coulter, 2015). In other words, this theory precisely changes the behavior of bureaucrats under certain circumstances.

According to research conducted by Agogué et al. (2017), the contingency theory approach states a relationship between leadership and team effectiveness. In more detail, this depends on two different factors. These factors are measured by the quantitative results of questionnaire questionnaires, which are then qualitated by collaborating on commitment theory, technology media capacity by becoming the role of media Organizational Culture Sharing bureaucratic behavior during a pandemic.

The main objective of this research is to determine the mediating role of managerial commitment and technological capabilities of bureaucrats in organizational culture sharing bureaucratic behavior based on local wisdom in Indonesia as an adaptive form characterized by actions, thoughts, strategies, self-esteem, confidence, ability to deal with changes in competitiveness for the form of organizational sharing culture characteristics.

Data was collected through primary sources where questionnaire surveys were developed and distributed through YouTube surveys and the web to complex communities and officials handling COVID-19 in the registered area of Bandung City in Indonesia. Other sources are selected as data from several regions, even outside Indonesia. To achieve the targeted sample, 38 questionnaires were distributed. The total number of questionnaires returned by the surveyed participants was 30 people. The tool used to evaluate the questionnaire data was SPSS 2003.

In addition to quantitative data analysis, qualitative data was also obtained with Nvivo and eight informants including head of the RW 09 regional task force of Cipamokolan Village, head of the Rt 12 RW 09 task force of Cipamokolan Village and Rancasari sub-district of Bandung city as well as, Covid-19 survivors, some families, mothers/mothers who work as traders and mothers/mothers in the Nuansa Mas RT 09 Rw 12 complex Cipamokolan Village, Rancasari District, Bandung City, West Java which was then carried out to test the role of commitment mediation managerial and technological capabilities in organizational culture share of bureaucratic behavior in Indonesia with Nvivo.

DISCUSSION

The respondents' research in this study consisted of 30 emak-emak in the Nuansa Mas complex who were active in various activities in the welfare complex and and 8 informants with the following conditions:

**Table 1. Bio Data Response
30 people Emak-Emak Komplek Nuansa Mas RT 12 RW 09 Bandung**

Gender	L	: 4	1980-1995	6
	P	: 26	1995-2010	1
Your current age is	1925-1946	: -	2010+	:
	1946-1960	: 8	High School Equivalent	7
	1960-1980	: 15	Junior High School Equivalent	
Recent Education	S3	: 1	Equivalent Elementary School	
	S2	: 7	Other	4
	S1	: 11	Empty	1
Your position	PKK	: 15		
	Studies	: 5		
	Arisan	: 3		
	Sport	: 3		
	Baksos	: 1		
	Other	: 2		
Joined Time	1 year	: 2	5 years	: -
	2 year	: 2	Other	: 23
	3 year	: -	Empty	: 1
	4 year	: 2		
Status	PnS/ASN	: 2	Housewives	: 13
	Student	: 2	Other	: 8
	Wiraswasta	: 1	Empty	: 1
	Merchant	: 1		
	Lecturer / Teacher	: 2		
Status	Married	: 26		
	Unmarried	: 3		
	Single parent	: 1		

Source: Researchers 2023

The data above are respondent data below respondent data covering various ages, economic strata, education levels and status as well as those who have felt or hatched covid 19 as well so as to obtain comprehensive and sharp data in the analysis. This is seen in the table below:

Table 2. Full Data of Respondents

No	Name	Age	Education	Activities	Work
1	Santi Rosmayanti	1960-1980	Other	Other	IRT
2	Bu Nining	1960-1980	S1	Studies	IRT
3	TM Setyaedhani	1946-1960	SMA	Sport	IRT
4	Refda	1946-1960	S1	Other	Other
5	Indah Dwi Kusumawati	1960-1980	S1	Studies	IRT
6	Retnoning Rahayu	1960-1980	Other	Studies	IRT

7	Indria Indrojati	1980-1995	S1	Other	Other
8	Aida BJ	1960-1980	Lain-lain	Arisan	IRT
9	Trifiyana	1980-1995	S1	Sport	Merchant
10	Maira Noorlaila	1980-1995	D3	Other	IRT
11	Halijah	1960-1980	S2	Other	PNS
12	Titin Sudartini	1946-1960	SMA	PKK	IRT
13	Krisna Dewi	1946-1960	S3	Arisan	PNS
14	Haye Nurhayati	1960-1980	S2	Studies	IRT
15	Ricksa	1960-1980	S1	Other	IRT
16	Rida Norina ST,MT	1960-1980	S2	Baksos	Lecturer
17	Iis Aisyah	1960-1980	SMA	PKK	IRT
18	Dwi Nur Indah	1980-1995	Lain-lain	Other	IRT
19	Rifqi Badriansyah Wijaya	1980-1995	S1	Other	Other
20	Uang Mulyadhie	1946-1960	S2	Sport	Other
21	Yani Dahyani	1960-1980	S2	Studies	Wiraswasta
22	Dede Sam Hendrayanti	1960-1980	S2	Studies	Other
23	Abdul Khotib	1960-1980	S1	Studies	Other
24	Hendra Nia	1960-1980	S1	Studies	IRT
25	Ajeng R Mustika	1995-2010	S1	Other	Other
26	Siti Aminah	1925-1946	S1	Studies	PNS
27	Wawan	1946-1960	S1	Studies	Other
28	Ida Martini	1960-1980	SMA	Other	IRT
29	Dicky	1946-1960	SMA	Arisan	IRT
30	Hamito	1946-1960	S2	Other	Other

Source: Researchers 2021

The next data is the data of respondents as informants consisting of 8 respondents involving melinial men and women because they want to know how they respond to commitment, organizational culture sharing based on status, melinial and education that can and understand social media seen in the table below:

Table 3. Delapam Orang Informant Emak-Emak Komplek Nuansa Mas RT 12 RW 09 Bandung

Gender	L	: 2		
	P	: 6		
Your current age is	1925-1946	: 3	1980-1995	: -
	1946-1960	: 3	1995-2010	: -
	1960-1980	: 2	2010+	: -
Recent Education	S3	: -	High School Equivalent	: 3
	S2	: -	Junior High School Equivalent	: -
	S1	: 4	Equivalent Elementary School	: -
			Other	: 1
Your position	PKK	: 2	Empty	: -
	Studies	: 1		
	Arisan	: -		

	Sport	:-	
	Baksos	:-	
	Other	:5	
Joined Time	1 year	:-	5 years :-
	2 years	:-	Other :6
	3 years	:-	Empty :
	4 years	:2	
Status	PnS/ASN	:1	Housewives :2
	Student	:1	Other :4
	Wiraswasta	:-	Empty :-
	Merchant	:-	
	Lecturer / Teacher	:-	
Status	Married	:3	
	Unmarried	:2	
	Single parent	:3	

Source: Researchers 2023

Bio Data, Identity, Competitiveness, BO Sharing, Social Sharing

Based on the figure above, it shows that the questionnaire presented to the response and informant includes data on identity as a form of respondent's reliability.

Table 4 :D the results of the mean analysis of identity, competitiveness, sharing culture and social sharing of respondents and informants, namely:

No	Responden/ Informan	1	2	3	4	5	6	7	8	9	10	11
1	Identity	4.1053	3.9211	3.7105	3.1053	3.8421						
		4.0000	3.6250	3.5000	3.2500	4.000						
2.	Competitiveness	3.1842	3.3421	3.2632	3.1842	4.0263	3.7632	3.7105	3.8947	3.7105	3.9211	4.0000
		3.6250	3.7500	3.6250	3.2500	4.000	3.8750	3.5000	3.7500	3.7500	40000	3.8750
3.	Sharing culture	3.7632	3.8947	3.8421	2.7895	3.5789	3.6842					
		3.5000	3.6250	3.6250	3.1250	3.6250	3.6250					
4.	Social sharing	4.0789	4.2632	4.1842	4.0789	4.1842	3.9211	4.1053	4.2895			
		3.8750	3.8750	3.8750	3.7500	3.8750	3.7500	3.7500	4.000			

Data source: Researchers 2023

Furthermore, the qualitative review of the results of the table data above by combining the theory of commitment, technological media capacity, the role of media, Organizational Sharing Culture, bureaucratic behavior, which is as follows:

- 1) The highest value of identity No. 1 is; The complex is established, maintained, maintained and managed by residents and employees. (commitment to the environment) with the theory of commitment regarding the environmental strategy of companies has a prominent influence on their performance (Latan et al., 2018) and the theory of bureaucratic mediation of the success rate of the organization always depends on organizational loyalty.study of Ashikali and Groeneveld (2015), so that contingency

leaders (bureaucrats) produce about the need for environmental strategy and organizational loyalty to conditions This can be seen from the table of emak-emak activities that prepare menus for Covid-19 survivors and their families by rallying from the community in accordance with the recommendations of the government (bureaucrats / president that the Covid survivor isoma period is 14 days), as follows:

List of feeding schedules to covid-19 survivors
5 to 18 August 2021 along with Whatshap Goup statemnet data "Nuansa Solehah"

No	Day /Date	Name	Kind
1	Thursday, August 5,	bu Dicky, bu har	Cuisine,fruit
2	Friday, August 6,	bu Syamsu ,bu wawan	Cuisine,fruit
3	Saturday, August 7,	bu ijah ,bu rifqi	Cuisine,fruit
4	Sunday, August 8	bu Omo ,bu Ahmad M ,bu Nia	Cuisine ,Fruit,Snack,
5.	Monday, August 9	bu Ediwan ,bu Marjuki	Cuisine,fruit
6.	Tuesday, August 10	bu Yessi ,Wawa	Cuisine,fruit
7	Wednesday, August 11	bu Gunung, Ambu	Cuisine,fruit
8.	Thursday, August 12	Bu yeni agus, bu Ginansyah	Cuisine,fruit
9.	Friday, August 13	bu Ricksa, Bu Ivan	fruit ,cuisine
10.	Saturday, August 14	bu Nana,bu yadi, bu Ijah	fruit ,snack ,cuisine
11.	Sunday, August 15	bu opik,Bu Euis, bu Yanti	Cuisine ,Snack ,Fruit
12.	Monday, August 16	bu Aida, bu Edsar	Fruit/Snack Cooking
13.	Tuesday, August 17	Bu parman,bu Dicky	(snack), cuisine
14.	Wednesday, August 18	bu Ratih,bu Edwar, bu Khotib	Fruit, snack ,cuisine

Source: August 2023 Research Data

- 2) Highest score Competitiveness 5 on In wa group meetings, decisions are taken based on majority votes (democratic), the theory of commitment that countries that succeed in developing a healthy private sector are countries that have developed institutions that hold back government decision-making. 10.1.1.454.537, and mediation to meet *stakeholder* needs And the expectation and organization can communicate can be in conversational voice. human voice, conversation, and relational commitment are communicated (relational maintenance strategy) so as to build a technological relationship with communication is part of organizational culture Kelleher (2009) and can build public relations / *stakeholders* developed by various people / communities who communicate interactively while representing an organization. Private sector development, stekeholders, and relational commitment, relationships in social media are very important during the pandemic because there is limited capacity to meet, gather, therefore the commitment and role of the media greatly determine the success of the organization or group / leader, as in the Whatshap picture in complex society as follows:

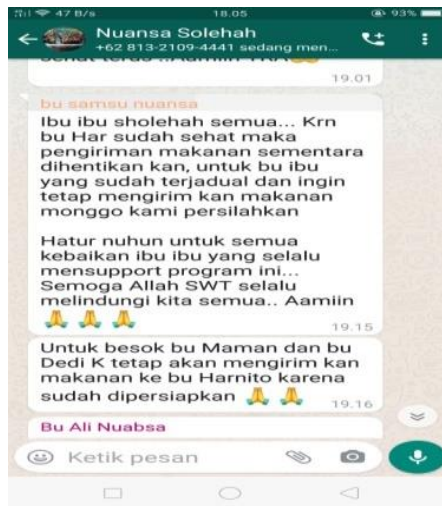
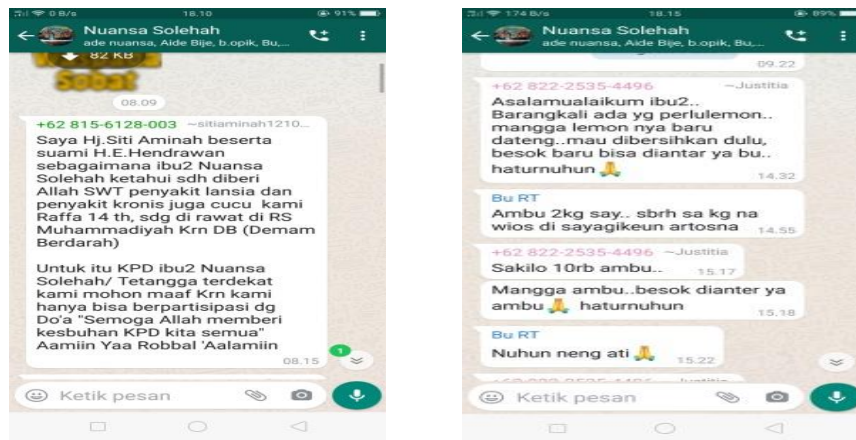


Figure 2. Relationships and schedules in providing settings to COVID -19 Investigators
Source: Researcher Data 2021

3) Sharing culture 2, namely In running a complex program father / mother / brother is more concerned with the quality of service than physical / material benefits (service or participation) in the theory of commitment is a flow of reform, resulting in the erosion of important values for public management and theory Bureaucratic mediation, financial profit can also be in the short run from members of the organization or company or complex in this case there is a strong relationship between organizational culture and profitability organization in the Czech State, so as to minimize the overall costs of members with the help of organizational culture.and contingency theory of leaders (bureaucrats) should combine value reform, value erosion, financial performance and profitability of the organization. This will be seen from how there is a relationship between new values and not caring about the value of social status of the community because the role of the media and commitment is very important not to meet reduce silaturahmi for how to quickly solve the chain of spread of covid in the local community so that participation in selling goods that support the recovery of covid-19 harga cheap through media between members and services is very important in covid-19 conditions Compared to the thought of profit or prestige because it will minimize the environment / complex in greater risk, namely the faster or massive spread of Covid 19 in the environment which is considered to be detrimental to the organization both materially and morally (continuous stress). This is illustrated by the media group in the

complex environment of reducing the value of silaturahmi (visiting the sick) and trading in the Whapshap group in figure 3, as follows:



Source: Researcher Data 2021

- 4) The highest score is Social sharing 8;By reading in social media groups, it encourages you to want to be more involved in working together about activities, programs for handling covid 19 so that isoma residents can survive. (survival and environmental safeguarding) and commitment theory i.e., commitment has been found to be associated with various consequences of attitudes and behaviors among employees, for example, motivation levels, organizational citizenship, and turnover rates and mediation theory i.e. more complicated and unstable environments, additional legal and formal restrictions, more rigid procedures, and more diverse products and goals. *least preferred co-worker* (LPC) (Örtenblad and Koris, 2014). This theory is implemented to determine the influence of organizational culture on organizational performance with the role of mediation in Indonesia.so that the merger according to contingency theory that leaders (bureaucrats) must be relationship-oriented leaders, not just task-oriented. This can be seen how the Covid-19 condition of Whapshap group members continues to give appreciation, enthusiasm to the members of the organization on happy days, so that it is not only task-oriented but also on good relationships so that it becomes a great motivation to improve performance, seen in the picture as follows:



Source: Researcher Data 2021

- 5) The lowest score of identity, competitiveness and sharing culture at number 4 is so:
 - a. There is a need for financial sharing (sharing) from community members with efforts to handle the covid-19 problem in the complex by not seeking profit,
 - b. There needs to be a role in innovation/development in handling activities/ways of handling covid in the community.

The condition of mothers is better in handling the covid-19 problem in the complex. Information input regarding the media must be more capable of providing information to the community in order to survive and adapt to covid in the pandemic era, thus the role of technology is very important for the community, especially mothers as a whole in helping to handle commitment and mediation in carrying out organizational culture, sharing and bureaucratic behavior during the pandemic.

CONCLUSION

1. Showing a positive relationship to environmental strategy by following the rules in the covid-19 provisions In the wa group meeting, decisions are taken based on a majority vote democratic in the complex in the village with a list for kel that will help the isoma for 14 days.
2. The complex manager is always innovating or updating the product. (lack of innovation in the implementation of activities) Diversity-oriented leadership roles have no relationship with affective commitment to the organization.As an identator of commitment with pumpinan is seen to strengthen organizational favorability among

those who already have a high level of affective commitment. Mr. / Mrs. / Brother with the existence of social media feel more understanding about complex programs :Acknowledging the need for social media to understand government programs on handling COVID-19.

3. Melinials are generally hesitant, tend to agree about cultural sharing, only agree about gender ability. So there needs to be socialization from the government about the culture of shring organizations based on local wisdom. 1.High, partial, and limited commitment – indicated by variations in environmental values, demographic and socioeconomic status, locally organized neighborhoods, municipal environmental messages, and intergovernmental dispositions.and highlights the need to enable public participation in municipalities with limited commitment.
4. Affective organizational commitment has been likened to public service motivation of PUBHC employees This is a valuable component of organizational effectiveness seen from the relationship between affective commitment and trust can determine two different strategies for intervention aimed at positively impacting affective commitment e.g., if affective commitment is associated with system trust, intervention based on a top-down strategy would be a better option. nyhan1999. *increasing affective organizational.commitment in public organizations*.
5. Commitment among Chinese public employees may depend on the extent to which they experience their organization as a commitment to them. (commitment hubs with experience in their early orgs) of rational choice and organizational behavior literature. In the simple model of monetary transmission mechanisms, most of the benefits from commitments are obtained at a relatively low level of credibility. Commitment and wisdom become a special case of what we call pseudo-commitment. Schaumburg (2007). an investigation of the gains from commitment in monetary policy. Achieving better decision-making processes on sustainability, this highlights the imperative to explicitly study the institutional settings in which sustainable development policy discourse is mediated (mediated with policy).

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