



Research Paper

Goal Attainment of an Organizational Change

Anggriani Alamsyah¹, Deddy T. Tikson²
H. Tahir Haning³ M. Kausar Bailusy⁴

¹Doctoral Student, Post Graduate Program, Hasanuddin University, Indonesia
^{2,3,4}Faculty of Social and Political Science, Hasanuddin University, Indonesia

Received 19 December, 2014; Accepted 25 December, 2014 © The author(s) 2014. Published with open access at www.questjournals.org

ABSTRACT:- An organizational change has their own goals. This changing should bring an organization to a better condition. An organization changed from institutional shape to university is one form of organizational change. Usually it is addressed to bigger numbers of students. This is one of reasons why Alauddin Islamic State Institute Makassar (IAIN Alauddin Makassar) was changed to Alauddin Islamic State University Makassar (UIN Alauddin Makassar). From institute to university. After the changing, this goal is reached. The research showed that number of applicants is increasing since this college changed from institute to university.

Keywords:- Alauddin Islamic State Institute Makassar, Alauddin Islamic State University Makassar, Institut, Organizational Change, University.

I. INTRODUCTION

Organizational change requires an organization to get out of their daily routines and behaviours, Jones (2004), quoted by Paden (2011)^[1] strengthens the argument by stating that organizational change is a process whereby an organization optimize its performance by working beyond state ideally. Accordingly, Cawsey & Dezsca (2007)^[2] suggests that organizational change is a planned change of the component organizations to improve organizational effectiveness.

One successful indicator of a college is the number of students that meet the set targets. However, if the target is not met, then of course something need to be changed. A college has changed from the institute into a university, so that the organization can survive and be able to accept students as targeted. This premise is supported by Bok (2003) "competition occurs when a number of actors competing each other to achieve something that they cannot get the same amount" (in Paden, 2011). Since 2005, Alauddin Islamic State Institute Makassar (IAIN Alauddin Makassar) officially changed to Alauddin Islamic State University Makassar (UIN Alauddin Makassar). One of the reason is to get more applicant that meet their target.

A study involving organizational changes proposed by Husam Mahmud Jamil Abu - Hamour entitled The Role Of Organizational Development To Improve the Jordanian Universities Effectiveness (2012)^[3]. This study aims to clarify the role of organizational changes to improve the effectiveness of universities in Jordan. The results showed that the reality of organizational changes at universities in Jordan, the high and the presence of a statistically significant impact with regard to the development of organizational dimensions (factors of the organization, the potential for material, technology tools) to improve the effectiveness of universities in Jordan. One indicator of effective organizational change if the purpose of the change, is reached. This study aims to determine whether the purpose of organizational change from the institute (IAIN Alauddin Makassar) to the university (UIN Alauddin Makassar), is reached . This research is aimed to analyze the fact of the changes, whether the number of applicants to the university (IUN Alauddin Makassar), increasing in number.

II. THEORITICAL FRAMEWORK

Robbins (1994)^[4] outlines that effectiveness can be seen from four approaches, namely : (1) goal attainment approach, (2) system approach, (3) constituency - strategic approach, and (4) the approach of competing values. This study was limited to goal attainment approach.

*Corresponding Author: Anggriani Alamsyah

¹Doctoral Student, Post Graduate Program, Hasanuddin University, Indonesia

Approach to the goal attainment based on the assumption that organizational goals can be identified and unambiguous. This approach defines effectiveness as the extent to which the organization achieved its objectives using available resources. Goal attainment researchers should identify objective measures that relate to the organization's objectives and uses these measures, more or less as an indicator of the effectiveness of the organization's director (Forbes, 1998)^[5].

The effectiveness of an organization must be assessed in relation to the achievement of objectives (ends) rather than how (means), that the assumption of goal attainment approach (Robbins, 1994).

III. RESEARCH METHOD

This study used a qualitative approach. Researchers interviewed informants who are considered able to provide an overview of goal attainment on organizational change of UIN Alauddin Makassar. Data collection was performed at UIN Alauddin Makassar as the location of this research. The location was selected in UIN Alauddin Makassar because it is the only Islamic state university in Makassar, and has undergone a change from the institute to the university for more than eight years.

Researches also obtain data by observation, documentation. Of diverse ways of collecting this data, researchers gain information about what happened to participants concerning organizational change UIN Alauddin Makassar. Context or situations that specifically affect or result from the experience of those changes. From the answers of the participants, researchers obtain a textual description and structural description of experience, and ultimately present a joint understanding of the participants (Creswell, 2007)^[6].

IV. RESULT

As outlined previously that over time, the public interest to enter IAIN were declining, they are no longer interested in studying Islamic science. They are more likely to learn the 'general sciences' or more extreme called worldly knowledge. They assume that what is learned in IAIN just for the sake of the hereafter, while life in the world needs also general sciences (UIN Alauddin, 2005)^[7]. In order to adapt to the needs of the study general sciences, when IAIN changed to UIN Alauddin, was followed by the addition of several new faculty and new study programs.

Increasing the number of faculty and department / study program when it has turned into a university is a major interest to enter UIN Alauddin Makassar. The following table "Target and Actual Registrant Bachelor S1 and diploma UIN Alauddin Makassar from 2002/2003 to 2010/2011 Academic Year".

ACADEMIC YEAR	TARGET	REALIZATION	ACCEPTED
2002/2003	1.000	828	796
2003/2004	1.000	849	860
2004/2005	1.000	1.190	987
2005/2006	1.500	2.896	1.617
2006/2007	1.700	3.500	1.917
2007/2008	3.500	7.992	2.964
2008/2009	4.500	8.878	3.115
2009/2010	7.500	11.786	3.133
2010/2011	10.000	14.134	3.277

Data Source: Academic Sub Department, 2010 (UIN Alauddin Makassar, 2010)

The increasing number of students is factual evident, because when it was in institutional shaped, 2002/2003 applicants was targeted 1000 people, but realized only 828 registrants (UIN Alauddin, 2010)^[8]. Compare with the target 2010/2011 when it became a university, as many as 10,000 people, the realization of 14,134 people (UIN Alauddin, 2010). These data indicate that the increased interest to enter UIN Alauddin Makassar has become an indisputable fact.

In the 2002-2005 academic year for admission S1 based development and institutional change from institute to university, admissions to the program S1 is done through three stages: [1] through special lanes student admissions system (PMJK) and [2] through new student admissions system (Sipenmaru) and [3] through local entrance examination (UML). However, since the year 2009/2010, as the increasing interest of high school graduates to continue their education in UIN Alauddin Makassar, the admissions system UIN Alauddin through six lines, namely: [1] through special lanes student admissions system (PMJK) ; [2] new student admissions system path-together entrance exams (SPMB - UMB) ; [3] through a new student admissions system of Islamic

colleges; (SPMB-PTAI); [4] through the new student admissions system (Sipenmaru) ; [5] through the local entrance examination (UML); [6] special entrance examination (UMK). Each track has its own specifications or requirements according to the rules that have been set, both nationally and locally policy of UIN Alauddin Makassar (UIN Alauddin , 2010)

Various activities are carried out each year as a preliminary step of recruitment process. Starting with vigorous socialization activities performed either through face-to-face with prospective students and the community, as well as through electronic media and printed media (UIN Alauddin, 2010). This effort has an effective outcome, the registrant in UIN Alauddin Makassar yearly chart shows increasing number. Realization of applicants always exceeds the target that has been announced. Originally admission member not only from Islamic high school or Islamic boarding school, typical applicants of Islamic college, but also from general or vocational high school. Again, one reason is because of the common majors offered by UIN Alauddin Makassar. Increasing interest is also influenced by improvements in the infrastructure of UIN Alauddin Makassar.

The second campus area of UIN Alauddin Makassar has 261 839 M² with fourteen lecture buildings, offices, multipurpose building and clinic, eleven of buildings are financed by the Islamic Development Bank (IDB), one unit of subsidized apartment is financed by the Ministry of Housing and 1 unit of student dormitories (Mah ' ad Aly) the source of the funds from the state budget. Als a training centre on the campus I UIN Alauddin Makassar with seven floors using the budget of the IDB (UIN Alauddin, 2010).

V. CONCLUSION

One measure of the effectiveness of organizational change is the goal attainment. The research result shows that the public interest to enter into UIN Alauddin higher from year to year, as evidenced by the increasing number of applicants each year. This study has shown that organizational changes from institute to university make UIN Alauddin Makassar a respected college with many devotees. This study is expected to provide better insights for future improvement UIN Alauddin Makassar.

The increasing number of applicants is certainly not the only goal of the organizational change; other studies are expected to discuss other achievements of the organizational change in UIN Alauddin Makassar.

REFERENCES

- [1]. Paden, Matthew T. 2011. Dissertation: *Storytelling Strategies For Leading Change in Universities Prestige*. USA. Pepperdine University. The Graduate School of Education and Psychology.
- [2]. Cawsey, Tupper & Deszca, Gene. 2008. *Toolkit for Organizational Change*. Sage Publications, Inc. California.
- [3]. Abu-Hamour, Husam Mahmud Jamil. 2012. *The Role of Organizational Development to Improve the Jordanian Universities Effectiveness*. International Journal of Business and Management. Vol. 7, No. 19.
- [4]. Robbins, Stephen P. 1994. *Organization Theory: Structure, Design, and Application*. Diterjemahkan oleh Jusuf Udaya.Lic, Ec dengan judul *Teori Organisasi: Struktur, Desain, dan Aplikasi*. Jakarta: Penerbit Arcan.
- [5]. Forbes, Daniel. P. 1998. *Measuring the Unmeasurable: Empirical Studies of Nonprofit Organizational Effectiveness from 1977 to 1997*. Nonprofit and Voluntary Sector Quarterly. Sage Social Science Collections.
- [6]. Creswell, John W. 2007. *Qualitative Inquiry and Research Design (2nded)*. Sage Publication.
- [7]. Mapuna, Hadi D (ed). 2005. *Dulu IAIN Kini UIN Alauddin*. Makassar. Alauddin Press.
- [8]. Universitas Islam Negeri Alauddin Makassar. 2010. Laporan Pertanggungjawaban Rektor. Makassar.