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Enhancement of Knowledge and Internalization of Culture Through Employee Training at RS Islam Surabaya

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ABSTRACT

The addition of employees at the Surabaya Islamic Hospital means that they don't know each other, the difference in generations is one of the clashing problems related to communication. If this problem is left unchecked, it is possible that conflicts will often occur, and teamwork will not be formed in accordance with the organization's expectations. Objectives: community service is to organize cultural internalization workshops and routine exercise programs aimed at creating a pleasant work atmosphere. The informal happy atmosphere aims to foster good teamwork between employees. The implementation method is to provide workshops to increase employee culture internalization and exercise. Based on the results of this workshop, there was an increase in knowledge of 14.2%. There is a significant difference between the Pre Test and Post Test based on the results of the Paired Sample T-Test with an Alpha of 5%.

INTRODUCTION

Both at home and in the office, age differences, which cause generational differences, often cause problems (Widayanti et al., 2023). There may be differences in the features of different generations often cause problems because there exists difference age and pattern thought (Yulianto, 2023). For example, many younger generations, from Gen Z to Millennials, are starting their professional careers now, while older employees continue to work out of economic necessity (Agustini & Purnaningsih, 2018). Naturally, this shows that many employees come from different generations. According to Yanto (2019), these many generational differences will pose challenges for future businesses. The generation gap or gap between generations is the difference in behavior and views between groups of people born at very different times or generations (Yanto, 2019).

In terms of This generation gap problem is since each generation must grow up in a different environment and as a result (Chanda & Putra, 2021). This may be the reason why the Voice Generation is usually described as very conservative, while the Baby Boomer Generation may be more liberal. In contrast, generation Z relies heavily on technology and easily uses social media platforms. On the other hand, older

generations may prefer to communicate verbally or face to face (Kartika & Rizky Seventia, 2020). To unite generations in the workplace is a task all over member organization, management (Fibrianto & Yuniar, 2020). Management arrangements are successful if they allow employees to carry out tasks in their own way and encourage a culture of continuous learning (Setianto et al., 2021). In situations like this, managers must encourage all employees to be creative and rethink the way they do their work to keep things moving (Nadatien et al., 2022). When it comes to managing the younger generation, the older generation perhaps most often spends time cultivating positive traits that can be preserved, but also sometimes imposes the same wisdom and knowledge as them (Widjaja, 2021).

Certain age groups have different ways of thinking than others. This phenomenon also occurs in the workplace (Agustini & Purnaningsih, 2018), there are age differences in the workplace. Some common mistakes happen are misunderstanding and lack of understanding agreements caused by generational differences that are known as a generation gap (Hakim Lukman, SE. & Kusdiyanto SE., 2010). occurs because of circumstances and the environment changes over time. As a result, the environment in which a person grows up is also different. Conflicts can occur due to generational differences in the workplace (Evariani, 2019).

The novelty of this community service is by providing training by instilling a fighting spirit to advance. Instilling that spirit remains in the soul and flows in the blood. Uniting the physical, emotional and spiritual in the team. Growing the belief that together we can realize the Core Values. All participants join into one group. large Each group that has received a puzzle piece is combined with other puzzle pieces. Writing puzzles were given to all participants

The addition of employees at the RS Islam Surabaya means that they don't know each other, the difference in generations is one of the clashing problems related to communication. If this problem is left unchecked, it is possible that conflicts will often occur and teamwork will not be formed in accordance with the organization's expectations (Nadatien et al., 2022). The purpose of community service is for holding workshops, culture and routine exercise programs aimed at making atmosphere enjoyable work (Widayanti et al., 2023). The atmosphere is happy that informal like aim for developing good teamwork between units.

METHOD

This Community Service Will The first 2 activities that were held is a related workshop enhancement internalization culture and the second is do regular exercise every Saturday. In terms of This Role and Participation partner in the implementation of the Support Workshop Organizer program internalization culture and routine exercise every Saturday. Workshop participants engage structural officials and routine gymnastics is involved all over employees at the RS Islam Surabaya. In terms of evaluation will done

evaluation program implementation and program sustainability will be done after activity devotion to public finished. Improved pre and posttest participants with google forms. And the exercise is carried out every Saturday.

Time and place implementation for activity program workshops devotion to public This will be held at the Surabaya Islamic Hospital held for 1 month. The target participant is the official structural structure of Islamic Hospital Surabaya. Stages and Steps to be taken held for the solutions offered will be implemented enhancement knowledge in know culture of Islamic Hospital Surabaya and doing internalization culture. For evaluation, a pre-test and post-test are used to measure the increase in participants' knowledge.

RESULT AND DISCUSSION

Do movement involving body work muscle order and improved expenditure energy known as active physique (Widjaja, 2021). Active physique classified becomes category light, medium, and heavy. Category This was formed based on intensity activity and amount calories expended (Agustini & Purnaningsih, 2018). Activity physique Good For your health and prevents disease. This is related to consumption of more oxygen height, body composition, strength muscle, power resistance, and flexibility. Individuals have different perspectives in understanding and judging something, which is influenced by various factors. Source information, knowledge, and experience are examples from factors This (Fadlu Rachman, Samsudin, 2019). People's perception of activity physique influence activities carried out by other people, incl power medical. Understanding and good knowledge must support good perception (Akmal et al., 2018).

Knowledge related to the importance of good health will increase people's desire to exercise and take care of fitness (Tanujaya et al., 2018). Regular and appropriate physical exercise can increase the ability to develop a morphological and functional tool body. For overcome adaptation physique in a way, routine sport can change size muscles, skeleton, lungs, heart and other organs (Setiawan, 2014). In life every day, doing activity physique can help in several things, such as: (1) improving ability your physique, which produces enhancement of your productivity; (2) reducing possibility caught disease like blood pressure high, attack heart, and others; and (3) guarding your body remains healthy. Exercising is very helpful for a fit body.



Figure 1 Improvement Workshop Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya

Every company have their respective values and guidelines are summarized in form culture organization company (Agustini & Purnaningsih, 2018). For employees, to be a must for their own good understanding about culture organization in the company where work. Following review complete Why understand culture organization company That important Culture organization at a time company for example A teak self who makes it different from other companies, be reference How all over part from company do work and interact One with each other (Tjiharjadi, 2017). Understanding culture organization will make it easier to adapt and gain a team solid work. Achieving company targets was felt Far lighter if done with the people holding principle as well as the same spirit.

Like has been reviewed before, when an employee truly understands culture organization company so will more motivate him for own performance Work as expected company (Kartika & Rizky Seventia, 2020). The more motivation tall you compare straight with level productivity work later influences performance. Naturally all matters bring very positive impact Good for second split parties, that is employee That itself and the Indeed Company No matter easy for obtain optimal benefit from application culture organization except There is strong commitment from all implementing party culture (Fibrianto & Yuniar, 2020). transformation culture companies and organizations will help increase understanding related culture organizations. Later company bring up commitment for join in participate in its implementation until created environment conducive, healthy and supportive work development Company business (Kartika & Rizky Seventia, 2020).

Table 1. Characteristics Improvement Workshop Participants Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya

No	Characteristics	Frequency	Percentage
Years of service			
1	< 10 Years	12	25.00%
2	10 - 20 Years	21	43.75%
3	> 20 Years	15	31.25%
Position			
1	Head Field	4	8.33%
2	Unit Head	12	25.00%
3	Head Room	14	29.17%
4	Functional	18	37.50%
Gender			
1	Man	12	25,00%
2	Women	36	75,00%
Jumlah		48	100,00%

Table 1 gives information that Improvement Workshop Participants Knowledge and Internalization Culture Mostly through Employee Gymnastics at the RS Islam Surabaya are Female employees with 10-20 years of service and position functional.



Figure 2. Improvement Workshop Participants Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya

Figure 2 show that participant looks Spirit in matter do Enhancement Knowledge and Internalization Culture through Employee Gymnastics at RS Islam Surabaya. In terms of This workshop implementation is shared being that the first 2 methods is method lecture given by the speaker whereas the method second is with give studies case in finish problems and suggestions related repair in internalization culture. Implementation process value yourself somebody or individual known as internalization (Marhayati, 2021).

This process will influence method they think about what happened in life they are meaning from forming values, perception and attitude, man to self they yourself, the environment them, and the reality of the

world that they are experiencing. Values This can be found in various fields, such as religion, culture, and social norms. Understanding about values This coloring method can see self they themselves, their environment, and the world around them they. It is very reasonable that internalization takes place in the modern era of this (Khambali, 2016).



Figure 3. Improvement Workshop Participants Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya for Discussion Completing a Case Study

Figure 3 provides information related to activity studies cases carried out by workshop participants. In terms of This workshop participants are given several cases that need to be resolved in a way group (Wijaya, 2017). Studying in case needs lots of time, insight, energy, and thought to finish it. Therefore, the method is usually used in conducting workshops to hone skills and patterns thought participants. Case or the problems researched and analyzed are also different in accordance with level and ability starting from simple to complex ones (Sitoayu et al., 2021).



Figure 4. Presentation of Improvement Workshop Material Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya

Figure 4 shows exposure material with use method lecture. Lecture methods have been used for a long time as tool communication oral between teachers and students during the learning process teach. However, although the method This more lots of demand involvement participants and presenters, methods This still can used in the educational process. One of the methods of evaluation used in this workshop are pre-test and post-test. Pre-test means test or evaluation carried out before lesson started (Widayanti et al., 2023). The goal is to collect competency parameters beginning, which shows how much knowledge possessed the student about material learning. Pre-Test is very important, especially remember that the result is condition for accept knowledge new next (Yulianto, 2023).

The later results evaluation process will help evaluation in determine method study the most suitable to be applied to participants. Following is results Pre-Test and Post Test Improvement Workshop Knowledge and Internalization Culture Through Employee Gymnastics at Surabaya Islamic Hospital.

Table 2. Results of Pre-Test and Post Test Improvement Workshop Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya

No	Position	Pretest	Post Test
1	Understanding Culture	65.3%	81.8%
2	Understanding Vision	76.9%	82.9%
3	Mission Understanding	71.9%	81.5%
4	Understanding Internalization Culture	66.6%	86.9%
5	Gap Generation	64.2%	85.8%
6	Understanding Character, Attitude and Traits	69.8%	86.5%
7	Culture Work	77.2%	88.8%
8	Culture Human	64.9%	82.9%
9	Character Shaper Culture	72.9%	81.9%
10	Forming a Work Team with Culture	63.4%	82.9%
Average		69.3%	84.2%

From Table 2 it is obtained results increased pre-test and post-test of 14.2 %, p This gives information obtained enhancement knowledge before and after workshop training.

Table 3. Results of Paired Samples Correlation Improvement Workshop Knowledge and Internalization Culture Through Employee Gymnastics at RS Islam Surabaya

No	Paired Samples Correlation	Mark
1	Pre Test	68.7
2	Post Test	83.4
3	Correlation	0.2026
4	Sig (2-Tailed)	0,000

Table 3 shows that this correlation explains correlation or connection between both Pre-Test and Post Test Correlation data equal to 0.0765 and then can concluded as the two data (variables) are correlated low. Based on the results analysis above, can is known that Sig. (2-tailed) < Alpha (0.000 < 0.05). This means that H0 is rejected, and Ha is accepted. In other words, there is a significant difference between Pre-Test and Post Test based on Paired Sample T-Test results with Alpha by 5%.

CONCLUSION

From the results devotion public This in matter implementation of the workshop provides additional knowledge new for participants, participants look enthusiastic, and enthusiasm complete the workshop carried out there is enhancement of knowledge amounting to 14.2%. There is a significant difference between Pre-Test and Post Test based on Paired Sample T-Test results with Alpha by 5%.

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