

## ABSTRACT

This study of organizational development e.i. regarding the dynamic of organizational change process from BPKD into DPPKA (bureau Of Provincial Revenue Financial and Assets Administration) the purpose of this study are: (1) To analyze various factors that triggered the change from BPKD into DPPKA, (2) To analyze the role of leader at the early stage of the change either from the organization dynamic facet or from individual dynamics; (3) The role of leader at the intermediate stage of the change from the side of organizational dynamic as well as personal dynamic. (4) The portrait of the result of interactive, dynamics and creative change of the DPPKA DIY Province for the time being. (5) Preparation of Human Resource facing the future change.

This research is in term of descriptive case study, and other to get overall vision recording the organization change from BPKD into DPPKA and review the willingness of the human resources in facing the change. Object of this study are the structural officer of the DPPKA office. In-depth interview has been held e.i.

6 respondent: the chairman, secretary, department head, section head/subsection head which does not have no change. 8 respondent of department head/section head/subsection head which experience with organizational change. 2 respondent; The new department head/new section head.

The questioner were distributed to :

12 respondent official of department head, section head and subsection head which does not change. 16 respondent official of department head, section head and subsection head which have been changed. 14 respondent official of department head, section head, subsection head which are of new department.

Based on data analyzed, it showed that.

At the beginning of the change, the management of office had provided by necessary information to the staff involved it was started that 91% of the respondents claims that they had been provided by the necessary information, while 9% of the respondent claimed they already got the information yet they had claimed that the information is not yet clear to them. At the intermediate phase, the management of the office has already hold series of activities (especially training), there for most of the works were able to anticipate the changing of the office set up and new rules and regulations as well; briefing of new job, the administration of the change of work, assigning new worker, training and development, change of procedures and flow of works as well as the rule and regulations. 91% of the respondent claimed they were able to anticipate their new assignment, where as 6% of the respondent claimed that they only able to do a small participation, only 3% of the respondent claimed that they get loss.

At the final stage, the office management tried hard to optimize the function of DPPKA with the hope that every person of DPPKA could fully understand with its new endeavor.

It was Shown that the 97% of the respondent fully understand with the new endeavor, yet 3% of the respondent not yet fully understand with the new environment and function of DPPKA.

Transition of organizational change from BPKD into DPPKA had implemented properly through every effective and efficient phase.

It was recommended that for the future staff training and development, priority should be given to the relatively new job and assignment such as.

Departement of Improving on Regional Financial Administrasi (with 3 section):

- 1) Regional Budget Development Country/City Calculation Section.
- 2) Development of Financial Management Section
- 3) Non Regional Budget Administration Section

Keywords: Organizational Change, Training, Transition, Implementation.