

Implementasi human capital management berdasarkan newbury index rating pada perusahaan penyedia tower telekomunikasi =  
Implementation of human capital management based on newbury index rating in a telecommunication tower provider company

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Abstrak

Penelitian ini bertujuan untuk meneliti kriteria-kriteria utama yang menjadi prioritas dalam implementasi Human Capital Management (HCM) dan menilai sejauh mana kesiapan perusahaan dalam rangka mengimplementasikan HCM berdasarkan Newbury Index Rating (NIR). Metode Analytic Hierarchy Process (AHP) digunakan dalam penentuan prioritas dan pembuatan model rating. Sedangkan skala NIR digunakan untuk menilai kesiapan implementasi HCM. Pengumpulan data dilakukan dengan wawancara mendalam, observasi serta menggunakan data sekunder. Diperoleh hasil kriteria dan sub-kriteria yang menjadi prioritas dalam implementasi HCM adalah strategi human capital dan pemenuhan fungsi HR di perusahaan. Sedangkan persentase kesiapan perusahaan secara keseluruhan sebesar 40.37% atau berada pada rating B. Skor perusahaan dalam rangka implementasi HCM adalah 12.11 (dari skor maksimal 30) dimana rating criteria kedewasaan human capital adalah C+, rating strategi human capital adalah B+, dan rating kriteria pengukuran kinerja adalah B-.

.....The objectives of this research are determining criterion for implementing Human Capital Management (HCM) based on their importance, and assessing the readiness of a tower provider company in implementing HCM based on Newbury Index Rating (NIR) method. Analytic Hierarchy Process (AHP) was used in determining the priority of criteria, and developing rating model to measure the company readiness in implementing HCM. Moreover, NIR scale was used in detrermining the readiness for implementing HCM. The data was colected by deep interview, observation, and verification on secondary data. It turns out that human capital strategy was considered as the most important criteria, and the fulfillment of Human Resource Department function was considered as the most important sub-criteria. The overall percentage of company's readiness in implementing HCM was 40.37% or at level B. Company overall score was 12.11 (on the scale of 30), which was elaborated into the three perspectives of NIR giving the result of C+ for human capital maturity, B+ for human capital strategy, and B- for people measure.