

Kajian tentang kebijakan outsourcing pada perusahaan PT. NKP = Study about policy of outsourcing at compant PT. NKP

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Abstrak

Judul Penelitian 'Kajian Tentang Kebijakan Outsourcing Pada Perusahaan PT. NKP' ini diambil mengingat pengalaman penulis sendiri selama berkarir di PT. NKP dan tertarik mengenai fenomena tenaga outsourcing di kantor maupun di berbagai proyek yang dijalani penulis, terutama di konstruksi bangunan gedung.

Sebagian besar personil kantor maupun proyek PT. NKP adalah outsourcing 1. Personil inti perusahaan (Organik) sebagian besar ditempatkan di posisi strategis 'managerial' maupun 'keuangan', dan di bagian 'keteknikan', posisi lainnya yang dianggap non-strategis kebanyakan adalah outsourcing yang direkrut secara kontrak project by project. Posisi 'managerial' itu sendiri di kantor meliputi Kepala Biro, Kepala Wilayah, Kepala Cabang baik di kantor pusat maupun kantor wilayah, maupun beberapa staf baru yang disiapkan untuk menempati posisi itu, sedangkan di proyek meliputi Project Manager/ Deputi Project Manager dan Office Engineer/Cost Control, posisi 'keuangan' meliputi Finance Manager, serta posisi 'keteknikan' meliputi Site Manager. Tolak ukur pegawai organik meliputi kenaikan jenjang dan kenaikan gaji berbeda dengan tolak ukur kinerja tenaga outsourcing yaitu me-review kinerja project by project mereka sebelumnya.

Peningkatan, kepastian maupun kejelasan status kepegawaian yang lama setelah lama mengabdikan di berbagai proyek di PT. NKP dan keterbatasan umur maupun peluang kerja di bidang lain merupakan faktor utama kenapa tenaga outsourcing menjadi begitu banyak di berbagai proyek PT. NKP, sedangkan untuk menjadi pegawai organik sendiri membutuhkan persyaratan yang kompleks dan tidak gampang untuk dicapai.

.....This research titled 'Study About Policy of Outsourcing at Company PT. NKP' was taken because of an experience of the writers itself while working at PT. NKP and interested about phenomenon of outsourcing power at the office and any project that the writers concerned, especially in building construction. Most of office and project staff / personnel of PT. NKP is outsourced 1. Most of the permanent staff (organic) was placed in strategic position at 'managerial' or 'finance', or in 'engineering', most of the other position that considered non-strategic is outsourced that hired with contract project by project. Those 'managerial' at office are 'Kepala Biro', 'Kepala Wilayah', 'Kepala Cabang' in central office or in district office, or a new fresh graduate who's prepare to switch the older generations in that position., in the project those 'important position' is like Project Manager/ Deputi Project Manager and Office Engineer/ Cost Control, 'finance' is like Finance Manager, and 'engineering' is like Site Manager. The rules of between permanent staff or personnel consist of promotion or salary increased is different with the rules of the outsourced, is by review their competencies project by project. Hopes, or wishes of a good career after working for a long time in any project at PT. NKP cannot be easy to reach, limited of age or limited of vacancy in other field or company in the principal why the outsourced is become growing up in any project at PT. NKP, while to become the permanent staff or personnel is needs complicated term and hard to achieve.