

## Pelaksanaan Promosi Jabatan Di PT PLN (PERSERO) Distribusi Jakarta Raya Dan Tangerang

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### Abstrak

In era of globalization this time, to realize professional officers, responsive and adaptive, hence the officers require to be constructed as well as possible. PT. PLN (Persero) Distribution of Jakarta Raya and Tangerang as a big enough state ownership and important of its role, also conduct construction to all employees. One of effort is taken construction through position promotion. A program promotion of effective position in the end will give big contribution for attainment of company target. Futhermore, hence becoming fundamental problems is "how position promotion implementation in PT. PLN (Persero) Distribution of Jakarta Raya and Tangerang?" and "What kind of resistance that happened in position promotion implementation in PT. PLN (Persero) Distribution of Jakarta and Tangerang?" Thereby hence this writing script target is to know how position promotion implementation and what kind of resistance that happened in position promotion implementation in PT. PLN (Persero) Distribution of Jakarta and Tangerang. This research was conducted with qualitative approach. Data collecting of research was conducted by hand in glove bibliography study of its bearing with human resource management and position promotion, Data seeking from document supporting research, interview with functionary official and spreading questionnaire to some of responders which have got position promotion. In determining sample, researcher use Purposive sample and research sample elected use snowball technique. During research some data were obtained, for example promotions of position represent one of form of appreciation given by company to officer for ability of good job. Other finding is promotion of position conducted as according to organizational requirement especially to fill vacant position pursuant to position formation and labour formation. Its something else found in this research that is in implementation of position promotion still be coloured by element of subjectivity of head caused because not any information guidance of existing promotion and the assessment which is not objective. Other finding again, promotion of position give various benefit among other things the promotion can improve work productivity, can improve the spirit of job and can gratify requirement of officer in the case of self actualization. Although basically this promotion gives benefit for officer experiencing of it and company, however in its implementation promotion of officer not yet earned is conducted by suppose because of existence of resistor factors that is for example: existence discrimination of personal characteristic officer, collegiate of certain university and contiguity of relation among officers as subordinate with his superior. Existence resistor factors can result postponement of lifting of officer position! Result of research show that position promotion implementation in PLN Disjaya does not take place well. It does not take place well because there is no promotion guidance, promotion assessment which is not objective and less information about position promotion and also the promotion implementation in PLN Disjaya still be coloured with bad element subjectivity. Implementation position promotion is also caused by its resistor factors that are personal characteristic discrimination existence of officer, certain university collegiate equality and the relation contiguity among officers as subordinate with his superior. Position promotion can improve work productivity, can improve the spirit of and the enthusiasm work and

also can gratify officer requirement in the case of self actualization. Others, officer placed as according to organizational requirement and the basis for promotion implementation in PLN Disjaya is solidarity between merit system (achievement system) and seniority system (career system) where merit system more dominant. Suggestion which offering, company shall announce openly to position promotion opportunity through Job Posting and develop build center officer performance assessment (Assessment Center). Company require to improve and equip existing promotion guidance and more consider according to between ability owned officer with organizational requirement. Other suggestion, besides test fit and proper promotion implementation test better in PLN Disjaya is also based for merit system so that all competition employees can with other in its labour capacity, and also completion of execution of promotion pursuant to merit system with eliminated resistor factors.