

Tes potensi manajerial berbasis ranah kognitif untuk memprediksi kinerja calon karyawan = Managerial aptitude test based on cognitive domain for predicting employee candidates performance

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20329047&lokasi=lokal>

Abstrak

Tes Potensi Manajerial ini dirancang berdasarkan ranah kognitif dan digunakan sebagai tes seleksi untuk calon karyawan. Sampel penelitian adalah karyawan berkinerja kerja kurang berkinerja rata-rata berkinerja baik dan berkinerja istimewa di manajemen tingkat pertama. Hasil penelitian menunjukkan subyek paling lama bekerja selama 10 tahun di manajemen tingkat pertama ini N 322. Pengolahan data menggunakan program BILOGMGv3 SPSS PASW STATISTICS 18 dan LISREL 8.72. Hasil pengujian validitas konstruk membuktikan tes potensi manajerial dibangun oleh kemampuan kognitif dan kemampuan metakognitif. Tes potensi manajerial merupakan tes prediksi terhadap kinerja. Potensi manajerial bersama-sama dengan kreativitas memberikan pengaruh positif terhadap kinerja. Begitu pula dengan faktor pengalaman belajar berpengaruh positif terhadap kinerja dan memberikan sumbangan besar terhadap peningkatan kinerja. Bagi subyek berkinerja di atas rata-rata khususnya subyek berkinerja istimewa telah dibuktikan bahwa potensi manajerial tinggi yang dimiliki berpengaruh kuat terhadap kinerja istimewanya. Managerial Potential Test which is designed based on the cognitive domain will be used as a selection test for prospective employees. The research sample are below average performers, average performers, good performers, and superior performers at the first line management position. The data represented first line managers with a maximum 10 years' working experience N 322. The data was processed by using program BILOGMGv3 SPSS PASW STATISTICS 18 and LISREL 8.72. The construct validity of the managerial potential test developed based on the cognitive and metacognitive skills are proven. The managerial potential test is designed as a prediction test for employees' managerial performance. Managerial potential together with the creativity ability are significantly proven to have a positive influence on performance. In addition, the learning factor has a positive effect on performance and contributes significantly to the performance improvement. Employees whose performance are above average, in particular those who have a very superior performance, are due to their high managerial potential. In other words, the managerial potential has a significant influence on their performance.