

**Analisis kesiapan sumber daya manusia dalam menghadapi perubahan, Studi kasus pada Badan Penelitian dan Pengembangan HAM, Kementerian Hukum dan HAM RI = The analysis of human resources readiness in facing the Change.**

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Abstrak

**ABSTRAK**

Tesis ini membahas kesiapan sumberdaya manusia dalam menghadapi perubahan (restrukturisasi organisasi), dalam konteks "unfreezing" melalui pendekatan pendidikan dan komunikasi serta pendekatan partisipasi/keterlibatan. Penelitian ini adalah penelitian kualitatif yang menggunakan pendekatan interpretative kualitatif dengan desain deskriptif. Hasil penelitian menyarankan bahwa perlunya komitmen bersama untuk mengelola perubahan tersebut melalui pendidikan dan pelatihan serta menciptakan komunikasi dua arah; tempatkan para pegawai/staf sebagai ujung tombak kemunduran dan kemajuan organisasi dan bukan hanya sebagai pelaksana semata; pendekatan partisipasi harus dikedepankan; keterbukan informasi secara jelas.

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**ABSTRACT**

This thesis discussed human resources readiness in facing the change, in the context "unfreezing" through the educational approach and communication as well as the participation approach/the involvement. This research was the qualitative research that used the approach interpretative qualitative with the descriptive design. Results of the research suggested that the need of the commitment together to carry out this change through education and the training as well as created the two-way communication; placed the officials/the staff as the tip of the decline spear and the progress of the organisation and not only as the executive only; the participation approach must be put forward; openness of information clearly.