

Program mentoring sebagai intervensi untuk meningkatkan career aspiration pada karyawan perempuan di tingkat manajerial di PT XYZ = Mentoring program as an intervention to increase career aspiration in female employees in managerial level in PT XYZ

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Abstrak

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PT. XYZ memiliki rencana untuk menerapkan program gender diversity di tempat kerja, dengan fokus karyawan-karyawan yang berada di jajaran manajerial.

Namun demikian, implementasi program ini menemui kendala, yaitu rendahnya jumlah karyawan perempuan yang berada di tingkat manajerial tersebut. Hal ini ternyata disebabkan oleh rendahnya career aspiration mereka. Oleh karena itu, penulis merasa perlu untuk mengetahui penyebab dari rendahnya career aspiration mereka. Untuk meneliti masalah career aspiration yang terjadi pada karyawan perempuan di level manajerial di PT. XYZ ini, peneliti kemudian menggunakan metode penelitian kuantitatif. Data-data yang diperoleh peneliti diolah dengan menggunakan teknik statistik uji regresi linier berganda (multiple linear regression), sehingga didapatkan 2 variabel yang paling berpengaruh, yaitu goal dan self-efficacy. Program intervensi mentoring kemudian dirancang untuk mengintervensi kedua variabel tersebut, sehingga pada akhirnya akan dapat meningkatkan career aspiration pada karyawan perempuan di level manajerial di PT. XYZ. Program intervensi yang dibuat peneliti adalah program mentoring yang akan berlangsung selama 12 kali dalam 12 bulan (1 tahun). Dalam setiap bulannya, setiap karyawan perempuan yang menjadi mentee akan bertemu dengan mentorinya dalam sebuah sesi mentoring dan akan ada tugas-tugas dan target-target khusus yang harus dicapai di setiap sesinya. Semua kemajuan yang dicapai akan dicatat dalam sebuah tracking form. Pada akhirnya, program ini akan dimasukan pula dalam Individual Development Plan (IDP) dari setiap peserta mentoring.

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ABSTRACT

PT. XYZ has an initiative to implement a program called gender diversity at work, focusing in employees who are in managerial level. However, this program implementation is facing an obstacle, which is the few numbers of female employees who are in managerial level in PT. XYZ. This is caused by the low level of their career aspiration. Thus, researcher tries to find out the cause of their career aspiration. To conduct study regarding career aspiration of female employees in managerial level in PT. XYZ, the researcher uses qualitative method of research. The obtained data is being analyzed by multiple linear regression, so

it could be concluded that there are two 2 variables which are influencing career aspiration, goal and self-efficacy. Mentoring is designed as an intervention to increase those two variables, which will result in increasing career aspiration in female employees in managerial level in PT. XYZ. This intervention program will last 12 times in 12 months (1 year). Every month, each female employee, who participates in this program as a mentee, will meet with her mentor in a brief mentoring session and there will be assignments and specific target, which are supposed to be completed in every session. All progress occur in this program will be recorded in a tracking form. Finally, this program will be counted in Individual Development Plan (IDP) of every mentee., PT. XYZ has an initiative to implement a program called gender diversity at work, focusing in employees who are in managerial level. However, this program implementation is facing an obstacle, which is the few numbers of female employees who are in managerial level in PT. XYZ. This is caused by the low level of their career aspiration. Thus, researcher tries to find out the cause of their career aspiration. To conduct study regarding career aspiration of female employees in managerial level in PT. XYZ, the researcher uses qualitative method of research. The obtained data is being analyzed by multiple linear regression, so it could be concluded that there are two 2 variables which are influencing career aspiration, goal and self-efficacy. Mentoring is designed as an intervention to increase those two variables, which will result in increasing career aspiration in female employees in managerial level in PT. XYZ. This intervention program will last 12 times in 12 months (1 year). Every month, each female employee, who participates in this program as a mentee, will meet with her mentor in a brief mentoring session and there will be assignments and specific target, which are supposed to be completed in every session. All progress occur in this program will be recorded in a tracking form. Finally, this program will be counted in Individual Development Plan (IDP) of every mentee.]