

Rancangan program intervensi trait untuk meningkatkan kompetensi personil she dalam melakukan capturing knowledge akar penyebab kecelakaan di PT XYZ = The design of trait intervention program to enrich the competency of she safety health environment personnel in capturing knowledge of incident root cause at PT XYZ

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Abstrak

Tujuan dari tesis adalah untuk mengetahui apakah dimensi dari kompetensi personil SHE mempengaruhi proses capturing knowledge akar penyebab kecelakaan yang terjadi di PT.XYZ dan kemudian bagaimana rancangan intervensi yang tepat untuk meningkatkan capturing knowledge akar penyebab kecelakaan. Penelitian ini menggunakan metode penelitian kuantitatif. Pengumpulan data primer dikumpulkan kuesioner kompetensi. Kuesioner ini disusun dari lima dimensi kompetensi (motives, traits, self-concept, knowledge, skill) untuk menggambarkan faktor yang paling berperan terhadap proses knowledge capturing. Hasil penelitian menyatakan bahwa dimensi yang mempengaruhi knowledge capturing personil SHE adalah dimensi trait, dan intervensi yang dilakukan untuk meningkatkan dimensi tersebut sehingga dapat meningkatkan kompetensi personil SHE adalah Gathering (at Annual Mgt. Meeting), Internal Site Gathering, Training, Coaching, Work Design, and Performance Appraisal.

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The purpose of these Thesis is to discover whether the dimension of SHE?s personnel competency affects in process knowledge capture of incident root cause at PT.XYZ and what is the correct intervention design to enrich the knowledge capture of incident root cause. This research is using the quantitative method and the collection of primary data is by competency questionnaire. The questionnaire was prepared from five dimension of competency (motives, traits, self-concept, knowledge, skill) to describe the factors that most contribute in knowledge capture process. Results of the research stated that dimension which affecting in knowledge capturing of SHE?s personnel is trait dimension, and intevention that needed to enrich those dimension with the result of increasing the SHE?s personnel competency is Gathering (at Annual Mgt. Meeting), Internal Site Gathering, Training, Coaching, Work Design, and Performance Appraisal.