

Resosialisasi sistem pelatihan dan pengembangan untuk meningkatkan antusiasme karyawan di PT. HIJ (studi kasus PT.HIJ) = Resocialization training and development system to improve employee enthusiasm at PT.HIJ (case study at PT.HIJ)

Kharisma Dinda Winafaisal, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20389623&lokasi=lokal>

Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk mengembangkan suatu intervensi yang dapat mengatasi kemajuan karyawan (employee advancement) untuk meningkatkan antusiasme karyawan (employee enthusiasm) di PT. HIJ. Penelitian menggunakan pendekatan kuantitatif dengan teknik pengambilan data menggunakan alat ukur kuesioner. Alat ukur yang digunakan merupakan hasil pengembangan dan adaptasi peneliti dari alat ukur yang sudah ada. Kuesioner yang digunakan dalam penelitian ini adalah employee enthusiasm (Sirota et. al., 2005) dengan $\alpha = 0,852$, employee advancement (Khrisnan dan Maheswari, 2011) dengan $\alpha = 0,969$, dan safety feeling (Soebandono, 2011) dengan $\alpha = 0,925$. Hasil uji dengan menggunakan teknik regresi berganda terhadap 68 karyawan PT. HIJ menunjukkan bahwa terdapat pengaruh kemajuan karyawan dan rasa aman terhadap antusiasme karyawan (signifikansi kemajuan karyawan = 0,004 dan signifikansi rasa aman = 0,010, dengan $p < 0,005$). Koefisien Beta kemajuan karyawan lebih besar dibandingkan dengan koefisien Beta rasa aman. Ditinjau lebih jauh lagi menunjukkan bahwa yang paling mempengaruhi adalah dimensi training and development support. Berdasarkan uji statistik tersebut, maka peneliti merancang rekomendasi program intervensi kemajuan karyawan untuk meningkatkan antusiasme karyawan berupa resosialisasi sistem pelatihan dan pengembangan serta training effective communication.

<hr>

ABSTRACT

This study aims to develop an intervention to address the problem of employee's advancement to increase the employee's enthusiasm at PT. HIJ. The study use a quantitative approach and using a questionnaire for data collection. Measuring instruments was develop from adaptation of existing measurement tools. The questionnaire used in this study is employee enthusiasm (Sirota et. al., 2005) with $\alpha = 0.852$, employee advancement (Khrisnan and Maheswari, 2011) with $\alpha = 0.969$, and safety feeling (Soebandono, 2011) with $\alpha = 0.925$. Test results using multiple regression techniques against 68 employees of PT. HIJ shows that employee advancement and safety feeling have influence to employee enthusiasm (significance of employee advancement = 0.004 and the significance of safety feeling = 0.010, $p < 0.005$). Beta coefficient of employee advancement greater than the beta coefficient of safety feeling. Judging further showed that most influence dimension is training and development support. Based on this statical result, researcher designed a recommendations intervention program employee advancement to increase employee enthusiasm i.e. resocialization training and development system and effective communication training.

;This study aims to develop an intervention to address the problem of employee's advancement to increase the employee's enthusiasm at PT. HIJ. The study use a quantitative approach and using a questionnaire for data collection. Measuring instruments was develop from adaptation of existing measurement tools. The questionnaire used in this study is employee enthusiasm (Sirota et. al., 2005) with $\alpha = 0.852$, employee

advancement (Khrisnan and Maheswari, 2011) with $r = 0.969$, and safety feeling (Soebandono, 2011) with $r = 0.925$. Test results using multiple regression techniques against 68 employees of PT. HIJ shows that employee advancement and safety feeling have influence to employee enthusiasm (significance of employee advancement = 0.004 and the significance of safety feeling = 0.010, $p < 0.005$). Beta coefficient of employee advancement greater than the beta coefficient of safety feeling. Judging further showed that most influence dimension is training and development support. Based on this statical result, researcher designed a recommendations intervention program employee advancement to increase employee enthusiasm i.e. resocialization training and development system and effective communication training.

, This study aims to develop an intervention to address the problem of employee's advancement to increase the employee's enthusiasm at PT. HIJ. The study use a quantitative approach and using a questionnaire for data collection. Measuring instruments was develop from adaptation of existing measurement tools. The questionnaire used in this study is employee enthusiasm (Sirota et. al., 2005) with $r = 0.852$, employee advancement (Khrisnan and Maheswari, 2011) with $r = 0.969$, and safety feeling (Soebandono, 2011) with $r = 0.925$. Test results using multiple regression techniques against 68 employees of PT. HIJ shows that employee advancement and safety feeling have influence to employee enthusiasm (significance of employee advancement = 0.004 and the significance of safety feeling = 0.010, $p < 0.005$). Beta coefficient of employee advancement greater than the beta coefficient of safety feeling. Judging further showed that most influence dimension is training and development support. Based on this statical result, researcher designed a recommendations intervention program employee advancement to increase employee enthusiasm i.e. resocialization training and development system and effective communication training.

]