

Diversity program untuk tenaga kerja penyandang disabilitas (studi eksploratif terhadap perusahaan BCS Indonesia) = Diversity program for workers with disabilities explorative studies in BCS company Indonesia

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Abstrak

Tesis ini membahas tentang implementasi Diversity Program untuk tenaga kerja penyandang disabilitas di Standard Chartered Bank (SCB) Indonesia. Penelitian menggunakan pendekatan kualitatif dengan desain studi eksploratif. Data diperoleh melalui wawancara dengan 8 (delapan) orang karyawan penyandang disabilitas dan 8 (delapan) orang karyawan non disabled, baik pada level manajerial maupun non manajerial. Analisis dibangun dengan melihat pemahaman karyawan dan perusahaan terhadap disabilitas dan nilai-nilai perusahaan. Penelitian menunjukkan bahwa belum ada penerapan Diversity Program secara formal dan terstruktur di SCB Indonesia. Selama ini, SCB Indonesia baru menerapkan affirmative action dalam bentuk perekrutan penyandang disabilitas sesuai instruksi dari grup. Namun, SCB dianggap telah memiliki modal yang cukup untuk mengembangkan Diversity Program yang terstruktur di kemudian hari.

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This thesis discusses the implementation of Diversity Programs for workers with disabilities at Standard Chartered Bank (SCB) Indonesia. The study used a qualitative approach to the design of exploratory studies. The data obtained through interviews with eight (8) disabled employees and eight (8) non-disabled employees, both at the level of managerial and non-managerial. The analysis is built with the understanding of employees and the company about disability and company values. Research shows that there has been no formal and structured adoption of Diversity Programs in SCB Indonesia. During this time, SCB Indonesia implement affirmative action in the form of hiring persons with disabilities according to the instructions of the group. However, SCB considered to have sufficient capital to develop the more structured Diversity Programs in the future.